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Women Workers in New Mexico

New Mexico Department of Labor

STATE OF NEW MEXICO
BRUCE KING, GOVERNOR

Women Workers in New Mexico

Prepared by:

NEW MEXICO DEPARTMENT OF LABOR
Patrick G. Baca, Secretary

EMPLOYMENT SECURITY DIVISION

BUREAU OF ECONOMIC RESEARCH AND ANALYSIS
Larry Blackwell, Chief

Post Office Box 1928
Albuquerque, New Mexico 87103
Telephone: (505) 841-8645

Funded through a State Department of Education Sex Equity Grant.

Researched and written by:
Susan Dickson, Economist
Shannon Lucero, Economist

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Introduction

This report provides a statistical profile of women workers in New Mexico. Tables, charts, and narrative analysis illustrate where women stand in the workforce today. Data indicates both tremendous progress, as well as significant room for continued improvement.

In the not too distant past, most married women stayed home and cared for the children and the home, while men were the "breadwinners." In general, boys were raised to be career-minded, while girls were raised to be homemakers. This practice somehow translated into the conception that "women's work" was lesser than "men's work," education for girls was less important, and women were secondary in the workforce. If a woman wanted and/or needed to work outside the home, she had few career options.

Today, women plan to work outside the home and now account for approximately 44 percent of the New Mexico labor force. Equality in the schools and in the workplace is expected, and career options are wide open. Women and men can choose any career they like based on their interests, skills, and abilities. However, despite such encouraging news, the past continues to haunt our evolving workforce.

Many occupations remain dominated by one sex or the other. In many cases, occupations which are perceived as women's work pay less, and have lower prestige, than do male-dominated occupations, even when comparable levels of skills and effort are required. Women often make less than men even within the same occupation. Moreover, women who do break into management tend to remain at the lower levels.

While advances have come about quickly on the surface, underlying social changes come about more slowly. Many of the old attitudes (often subconscious) and customs regarding women and work still exist. These attitudes and customs perpetuate occupational sexual divison of labor and the subordinate status of women in the labor market. Until they achieve equality with male workers, women cannot expect to exercise their rights on an equal basis with men in the broader range of economic, social, and political activities. This publication examines many of the issues relative to women workers today, based on the past and with an eye toward the future.

Labor Force Participation

The dramatic growth in women's labor force participation is one of the most important trends of the 20th century. This movement has had a profound impact not only on the workplace but also in many other areas such as the family, the educational system, and child care. The rise of women's employment has brought about changes in behavior as well as in attitudes about women's role in society. These changes not only motivate women to join the workforce, they also make it more rewarding for them to stay there.

In the past, only a small percentage of women worked outside the home. In 1920, for example, less than 14 percent of New Mexico's adult female population was in the labor force. (See Chart 2). Most of these were either single, middle-class workers who left the labor force as soon as they were married, or they were poor, either single or married, women who were forced to work due to economic necessity.[1] This pattern began to change during World War II, however, when women were recruited to fill positions vacated by men. Although many of these workers later returned to full-time home and family duties, an increasing number of married women joined the labor force in the post-war years.

During the 1980s, the number of women workers in the state grew by more than 8,000 a year, as the post-World War II baby boom

NEW MEXICO

Labor Force Characteristics of Men and Women, Selected Years, 1950–1990

	Total population		Age 16 and over		Civilian labor force		Civilian labor force participation rate	
Year	Female	Male	Female	Male	Female	Male	Female	Male
1950*	333,643	347,544	223,050	233,244	50,829	167,447	22.8%	71.8%
1960*	471,680	479,343	301,779	305,080	91,329	214,771	30.3%	70.4%
1970	515,139	500,861	336,000	316,417	123,657	218,825	36.8%	69.2%
1980	660,696	642,198	482,339	456,784	222,647	324,427	46.2%	71.0%
1990	769,093	745,976	572,863	540,183	307,050	377,110	53.6%	69.8%

* Includes 14 and 15 year olds

Source: Bureau of the Census

Chart 1

generation completed its entry into the labor force. Between 1980 and 1990, women made up over 60 percent of all new entrants into the state's labor force.

By the late 1980s, New Mexico women who worked for pay were no longer in the minority of the adult female population, as the labor force participation rate* for women rose to over 50 percent for the first time in history. Fewer and fewer women expect to spend their lives as homemakers, caring full-time for husbands and children. Instead, they are increasingly delaying childbirth, preparing for careers outside the home, having fewer children, and continuing to work even after they have children.

While women's labor force participation rates have risen steadily for the past several decades, the rates for men have gradually declined, primarily due to a drop in participation of men age 65 and over. As a result, the gap between men's and women's labor force participation rates has narrowed substantially. (See Chart 3).

The historic gap between U.S. and New Mexico labor force participation rates for women has narrowed considerably since 1920, due to faster growth in New Mexico's female labor force than the United States'. Women's labor force participation in New Mexico has remained consistently below the rate for the United States largely due to the state's racial/ethnic population mix. Compared to the United States, New Mexico's population has a higher percentage of Hispanics and Native Americans. Labor force participation rates for women in these groups have been rising; however, Hispanic and Native American women still remain less likely to be in the labor force than their Anglo counterparts. Conversely, Blacks, who traditionally have higher female labor force participation rates, represent a relatively small share of the state's population.

As women strive to combine careers with family, labor force participation rates of mothers continue to increase. In 1960, only 20 percent of New Mexico women with children under 6 years of age were in the state's labor force; by 1990, that figure had jumped to 56 percent. (See Chart 4). And for women with children under the age of 18, nearly 2 out of 3 (64 percent) were in the labor force in 1990.

As more mothers of young children began entering the work force, women became attracted to part-time job opportunities as a means of balancing family and career responsibilities. Thus, one of the early consequences of the rapid increase in the number of working mothers was an increase in the proportion of women engaged in part-time work. In 1990, 29 percent of all employed women in New Mexico were part-time workers. Nearly 80 percent of these women worked part time by choice, while the rest did so because they were unable to find full-time work. Conversely, only 12 percent of men worked part time; of these, 68 percent did so by choice. Married women are more likely to work part time than are single, widowed, divorced, or separated women.

The more education a women has, the greater the likelihood that she will seek employment.

* The percentage of the population age 16 and over who are working or looking for work.

Among U.S. women 25 to 54 years of age with less than four years of high school, only 51 percent were labor force participants in 1991. For female high school graduates with no college, 74 percent were in the labor force. Among women of the same age group with four or more years of college, 84 percent were in the labor force.[2]

Women's labor force participation is expected to increase through the beginning of the next century, while men's will continue to decline. In New Mexico, the labor force participation of women is projected to grow from 53.6 percent in 1990 to 56.2 percent in 2000, compared to a slight decrease from 69.8 percent to 68.7 percent for men. Between 1990 and 2000, women will account for 57.2 percent of the net growth in the state's civilian labor force and will comprise nearly 47 percent of all workers in the year 2000.[3]

Nationally, female labor force participation is expected to exceed 60 percent in 2000, increasing from 57.5 percent in 1990. Women will make up 65 percent of the net growth in the U.S. civilian labor force between 1990 and 2000 and will comprise 47 percent of all workers in 2000, up from 45 percent in 1990.[4] (See Chart 5).

Throughout the 20th century, women have become an increasingly significant force in the workplace. They now make up almost half of the labor force in both the state and the nation, and their presence will continue to grow into the next millennium. Thus, the abilities and aptitudes they bring to the workplace must be cultivated to the fullest possible extent. If our nation is to remain globally competitive, it is essential that the talents and skills of all workers are utilized, regardless of their gender.

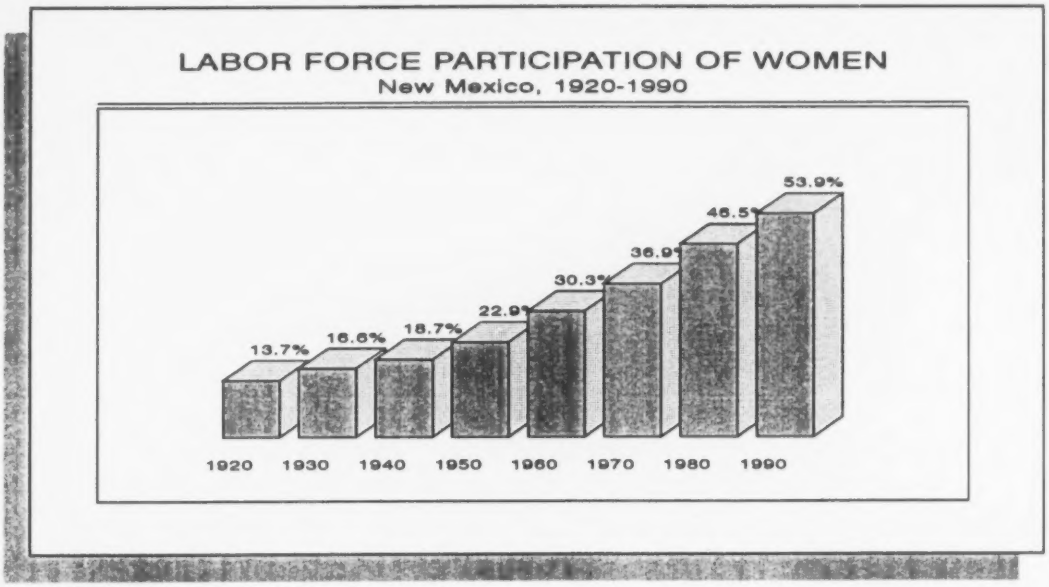


Chart 2

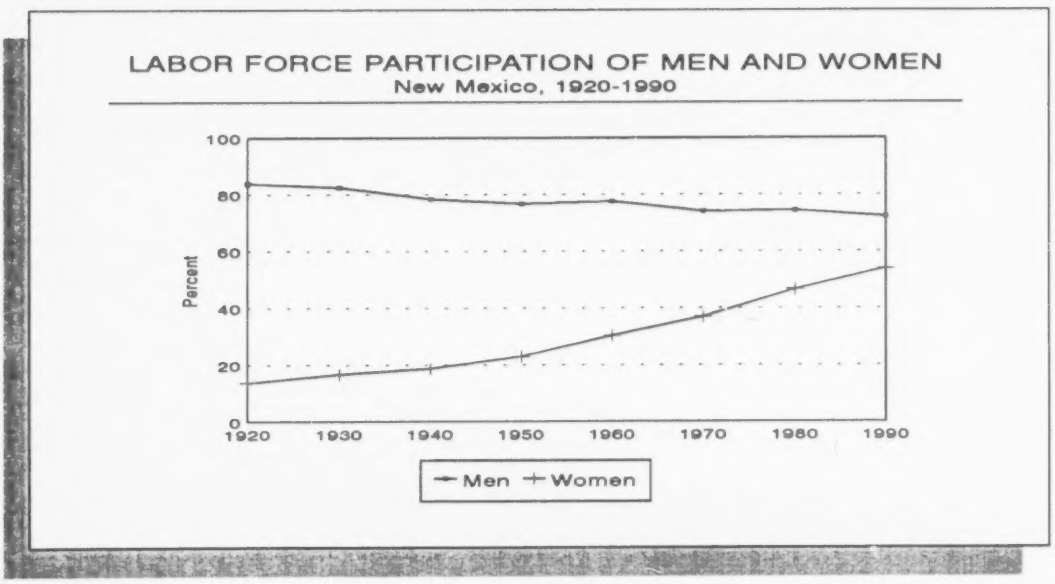


Chart 3

Note: 1920 and 1930 figures are derived from "gainful workers" data.
Data prior to 1970 include 14 and 15 year olds.

Source: Bureau of the Census.

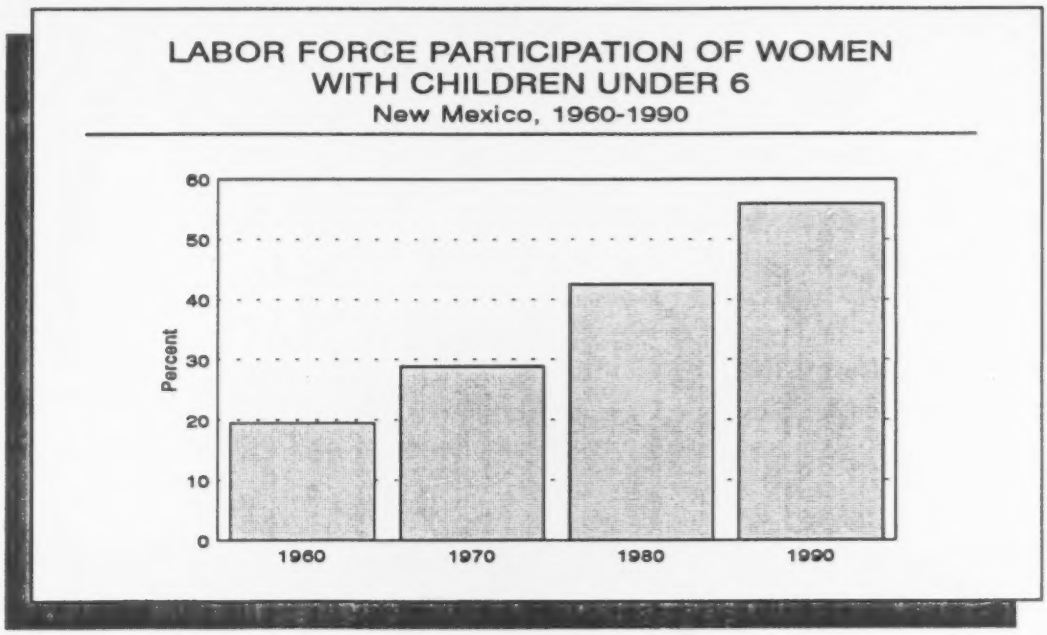


Chart 4

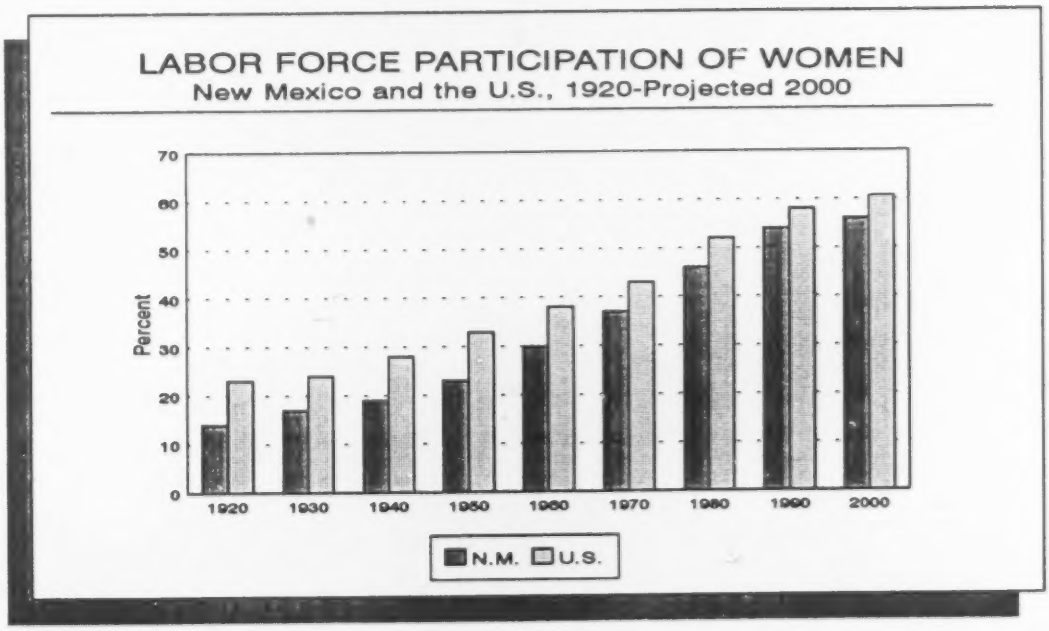


Chart 5

Source: Bureau of the Census.

Unemployment

In the 1960s and 1970s, the national unemployment rate for women was typically higher than that for men. One of the major reasons was the tendency of women to move in and out of the labor market more frequently than men due to child-rearing responsibilities. Because of this, they often had less job tenure and were therefore likely to be laid off first. In addition, frequent breaks in employment meant that women were more often looking for work, and therefore counted as unemployed, than were men. Furthermore, the relatively lower skilled jobs held by women were more subject to layoffs during company cutbacks.

Chart 6

During much of the 1980s, however, the national jobless rate for men and women became much more similar. One reason for this is the decreasing intermittency of women's labor force activity due to the growing number of women who continue to work after marriage and childbirth. In addition, the recession of 1981-1982 resulted in a large number of layoffs in male-dominated industries such as steel and automobile manufacturing. Even after the recession, the goods-producing industries (mining, construction, and manufacturing), which employ large numbers of men, continued to experience a series of cutbacks. The recession of 1990-1991 also affected male-dominated industries more than those which employ large numbers of women. [5]

In New Mexico, yearly sex-specific unemployment data, which is taken from the Current Population Survey (CPS), has been available only since 1976. As Chart 7 shows, unemployment rates for women were higher than those for men into the early 1980s. After 1984, however, the pattern was reversed, with

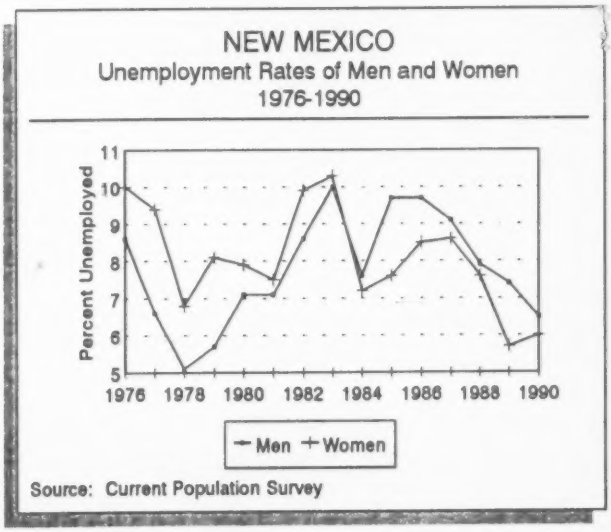


Chart 7

men's jobless rates typically exceeding those of women. Largely responsible for this change are the same forces behind the national shift in male/female unemployment rates: decreasing intermittency of women's employment and job losses in certain male-dominated industries, such as construction and mining.

Recent changes in the questionnaire used to collect unemployment data through the Current Population Survey of households is expected to raise the unemployment rate by about half a percentage point. An increase in the unemployment rate for women will account for most of the difference. Under the old method, men were asked, "What were you doing most of last week, working or something else?" while women were asked, "What were you doing most of last week, keeping house or something else?" These gender biases led women to underreport their labor force participation, particularly part-time work.

One group of women with particular difficulties in finding employment is known as displaced homemakers. These are women whose primary job was homemaking and who lost their main source of income due to divorce, separation, widowhood, disability or long-term unemployment of a spouse, or loss of eligibility for public assistance. It is estimated that there were nearly 96,000 displaced homemakers in New Mexico in 1990.[6]

Displaced homemakers face unique problems in entering the labor force. After years at home caring for their families, they often are unprepared to compete in the job market. Occupational training is often needed to help these women obtain the necessary job skills for a successful entry into the labor market. For many women in this situation, however, the biggest obstacle is not lack of job skills but low self-esteem. The stress involved in interviewing for a job or writing a resume can be tremendous for a woman who has never worked or who has been out of the labor market for several years, especially at a time when she is making major social, financial, and emotional adjustments.

The data from the New Mexico Department of Labor's automated applicant file details the characteristics of persons registered at all 21 of the Department's labor service centers. This data provides useful information as to the occupations, age, race, and education of female applicants to New Mexico's labor service centers, and the type of services they received (Charts 9 and 10). It should be noted that not all applicants to the labor service centers are unemployed (some registrants are looking for different jobs or are part-time employed seeking full-time positions), nor are they all of the unemployed. It should also be noted that this data cannot be considered a representative picture of the state as a whole since it includes only those persons who register at New Mexico labor service centers.

As Chart 9 shows, women represented 38 percent of all labor service center applicants registered with the New Mexico Department of Labor. They accounted for the majority of applicants in clerical, bench work (i.e., production and assembly of relatively small objects and materials), and domestic service occupations. Conversely, they represented only 4 percent of applicants in structural occupations such as construction and metal fabrication, and only 9 percent of those in machine trades.

NEW MEXICO
Unemployment Rates of Women and Men, 1976–1990

Year	Percent of Labor Force		
	Both Sexes	Women	Men
1976	9.1	10.0	8.6
1977	7.8	9.4	6.6
1978	5.8	6.8	5.1
1979	6.6	8.1	5.7
1980	7.4	7.9	7.1
1981	7.3	7.5	7.1
1982	9.2	9.9	8.6
1983	10.1	10.3	10.0
1984	7.5	7.2	7.6
1985	8.8	7.6	9.7
1986	9.2	8.5	9.7
1987	8.9	8.6	9.1
1988	7.8	7.6	7.9
1989	6.7	5.7	7.4
1990	6.3	6.0	6.5

Source: Current Population Survey

Chart 8

NEW MEXICO DEPARTMENT OF LABOR
Female Labor Service Center Applicants By Occupational Group
As of October 31, 1993

OCCUPATIONAL GROUP	Total	Women	Women as a Percent of Total
TOTAL	43,340	16,588	38.3
Professional, Technical & Managerial	7,899	3,408	43.1
Clerical	8,151	6,245	76.6
Sales	2,047	828	40.4
Domestic Services	281	220	78.3
Other Services	5,855	2,929	50.0
Farming, Fishing & Forestry	1,395	174	12.5
Processing	1,042	482	46.3
Machine Trades	2,057	190	9.2
Bench Work	1,544	875	56.7
Structural	8,498	343	4.0
Motor Freight & Transportation	2,140	572	26.7
Packaging & Material Handling	1,594	274	17.2
Other	951	77	8.1

Source: SESA Automated Management System (SAMS), Table A96

Chart 9

Chart 10

NEW MEXICO DEPARTMENT OF LABOR

Degree of Service Provided to Female Labor Service Center Applicants and Characteristics of Women in the Active File

July 1, 1993 – October 31, 1993

	Applicants Available	Referred to Job	Placed	Counseled	Tested	Referred to Supplementary Services	Enrolled in Training
Total Women	36,231	10,175	4,204	300	1,314	2,714	343
Age							
15 and under	885	531	517	27	10	64	41
16–19	3,315	1,527	1,100	63	31	257	100
20–21	2,189	794	315	12	59	152	30
22–39	18,830	5,047	1,609	105	564	1,496	127
40–54	8,279	1,813	487	74	229	608	33
55 and over	2,717	458	174	19	419	136	12
Education							
Less than 8 years	2,101	566	357	20	196	152	57
8–11 years	6,365	2,332	1,562	90	46	502	136
12 years	16,406	4,428	1,568	103	647	1,216	100
Over 12 years	11,362	2,849	717	87	425	844	50
Race/Ethnic							
White	14,638	3,724	1,202	121	696	1,105	108
Black	1,270	429	205	9	46	97	20
Hispanic	17,024	5,200	2,457	124	528	1,116	203
American Indian	2,964	729	315	44	34	370	10
Asian	149	86	23	2	8	20	0
Veteran	980	314	92	14	46	222	4
Handicapped	569	166	62	25	20	73	4
Economically Disadvantaged	4,982	1,819	1,119	81	132	542	176

Source: SESA Automated Management System (SAMS), Table C18

Industry

Although some gains have been made in terms of women's earnings and occupational employment over the past decade, the propensity of women to be clustered in certain industries changed little from 1980. In 1990, three quarters of the state's employed women worked in only two industries: services and trade. Nearly half of the state's employed women worked in the service industry, and almost a quarter were employed in wholesale and retail trade. This is similar to the industrial employment patterns that existed in 1980.

In 1990, women accounted for a greater proportion of the total number of workers in each major industry than they had in 1980. Women were the majority of workers in two major industries, comprising about three-fifths of all employees in both services and finance, insurance, and real estate. At the other end of the spectrum, they accounted for only 11 percent each of employees in the mining and construction industries. Among specific industrial sectors, women accounted for about three out of four health care workers and about three out of five employees in educational services.

In almost every major industry, the national percentage of women workers was higher than New Mexico's. Only in manufacturing (both durable and nondurable) was the statewide proportion of female employees greater than the national. However, the differences were slight and will likely become smaller as New Mexico women continue to enter the workforce in growing numbers.

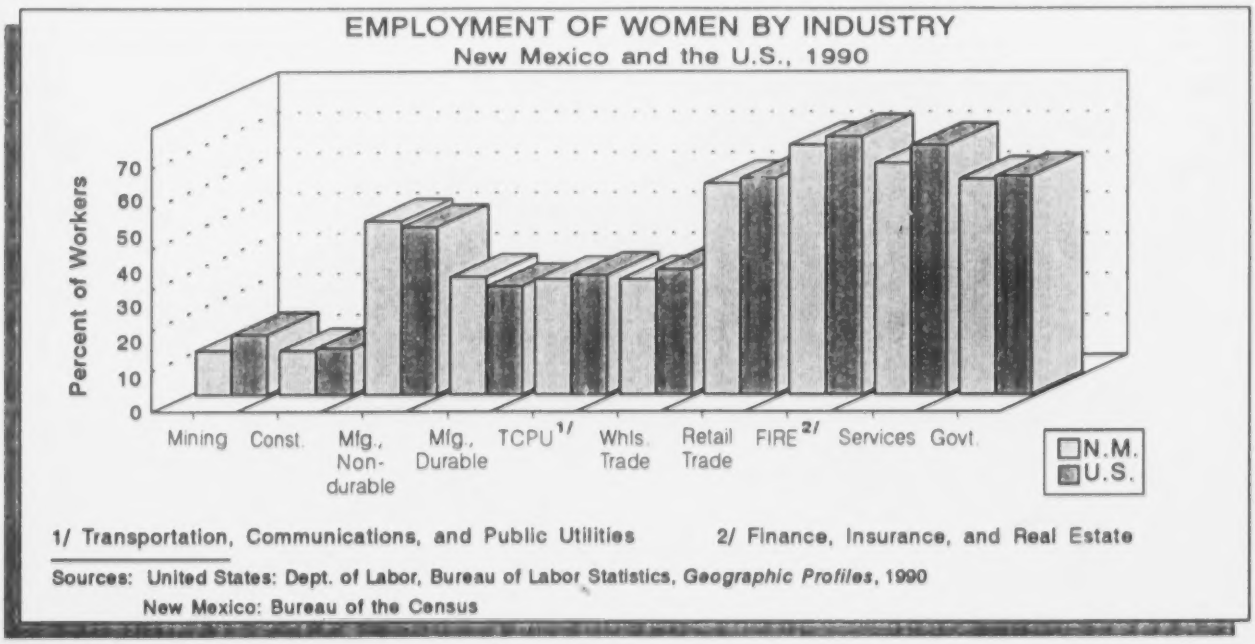


Chart 11

Chart 12

EMPLOYMENT OF WOMEN AND MEN IN SELECTED INDUSTRIES
NEW MEXICO, 1990 AND 1980

INDUSTRY	WOMEN						MEN			
	1990			1980			1990		1980	
	Number Employed	Percent Distribution	Women as a percent of all workers in industry	Number Employed	Percent Distribution	Women as a percent of all workers in industry	Number Employed	Percent Distribution	Number Employed	Percent Distribution
Total, All Industries	283,288	100.0	45.0	205,597	100.0	40.5	345,984	100.0	302,641	100.0
Agriculture	4,030	1.4	19.7	3,168	1.5	16.8	16,455	4.8	15,649	5.2
Mining	1,673	0.6	10.8	2,522	1.2	8.8	13,886	4.0	26,175	8.6
Construction	5,022	1.8	10.8	3,817	1.9	8.9	41,681	12.0	38,952	12.9
Manufacturing	17,835	6.3	33.5	13,061	6.4	24.3	35,329	10.2	24,676	8.2
Durable	10,125	3.6	28.9	6,224	3.0	28.1	24,928	7.2	16,011	5.3
Nondurable	7,710	2.7	42.6	6,837	3.3	21.7	10,401	3.0	8,665	2.9
Transportation & Public Utilities	11,633	4.1	28.3	9,272	4.5	24.8	29,404	8.5	28,090	9.3
Trade	66,243	23.4	48.3	49,093	23.9	46.5	70,869	20.5	56,460	18.7
Wholesale	5,911	2.1	28.3	3,838	1.9	22.5	14,991	4.3	13,186	4.4
Retail	60,332	21.3	51.9	45,255	22.0	51.1	55,878	16.2	43,274	14.3
Finance, Insurance & Real Estate	20,698	7.3	61.5	15,659	7.6	59.2	12,953	3.7	10,786	3.6
Services	135,968	48.0	58.5	91,337	44.4	54.4	96,351	27.8	76,491	25.3
Health Care	34,680	12.2	73.7	22,055	10.7	70.4	12,359	3.6	9,261	3.1
Education	40,005	14.1	63.9	33,123	16.1	60.4	22,605	6.5	21,752	7.2
Private Households	3,380	1.2	89.7	3,173	1.5	87.4	387	0.1	457	0.2
Other	57,903	20.4	48.7	32,986	16.0	42.3	61,000	17.6	45,021	14.9
Public Administration	20,186	7.1	41.0	17,668	8.6	34.1	29,056	8.4	25,362	8.4

Source: Bureau of the Census

Occupations

The news about women's occupational employment in the 1990s is somewhat mixed. On the positive side, the number of women employed in professional and executive occupations has increased significantly. The employment of women in these fields grew by 74 percent statewide between 1980 and 1990. Women now account for slightly over half of all professional workers in the state, up from 45 percent in 1980. Moreover, 44 percent of all managerial workers in New Mexico are women, compared to only 34 percent in 1980.

The tendency of women to be concentrated in traditionally female occupations continues to be a concern in the 1990s, however, as the majority of women remain mired in low-paying, low-mobility jobs that are considered to be women's work. Despite the fact that their educational attainment is now roughly equal to men's, women continue to be concentrated in a few occupational fields which offer relatively low wages and limited opportunities for advancement. In 1990, one out of three New Mexico women was

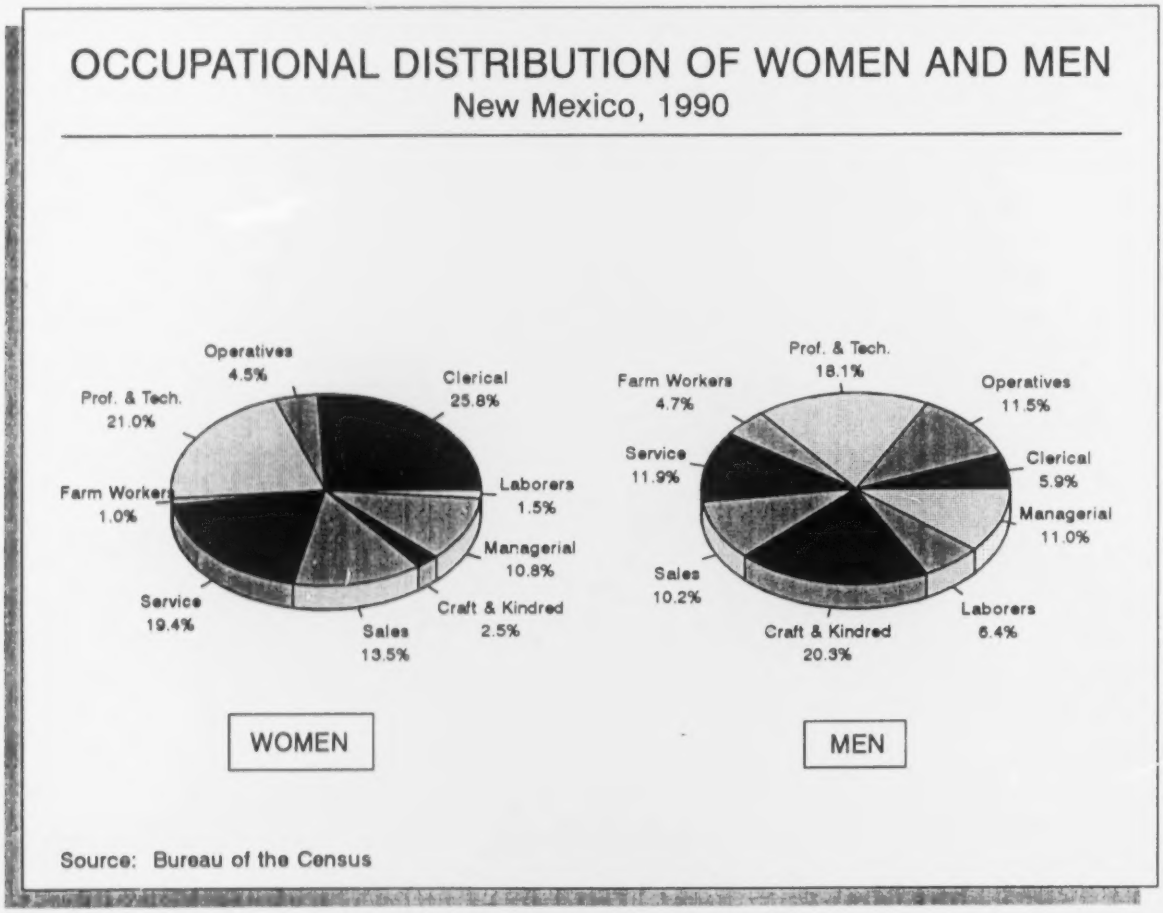


Chart 13

employed as sales or service workers, and one out of four worked in the clerical field.

Even among professional women, the large majority are employed in female-dominated occupations, with two-thirds working as nurses, elementary and secondary school teachers, social workers, and librarians. Conversely, only 8 percent work in higher-paid male-dominated occupations such as engineers, scientists, physicians, and computer systems analysts.

Women's representation in blue-collar jobs has changed little since 1980, as barriers to these occupations remain difficult to overcome. Two decades after women first broke into male-dominated trades such as construction and auto repair, they hold only a small fraction of these well-paid jobs.

Although more women are moving into management positions, few have made it to the uppermost levels of the organizational structure. In 1991, only three of every 100 top executive jobs in the largest U.S. companies were held by women. A study conducted by the U.S. Department of Labor's Glass Ceiling Commission concluded that most women remain at the bottom rungs of the corporate ladder. Several reasons for this were cited: Women tend to be excluded by recruitment practices that rely on word of mouth and networking; they lack access to training and development programs; and most applicants referred to corporations by executive-search firms are males. [7]

While women of all races are adversely affected by occupational segregation, minority women are doubly disadvantaged. In New Mexico, 25 percent of minority women were employed as service workers in 1990, compared to just 14 percent of Anglo women. In addition, the proportion of Anglo women employed in professional occupations was over twice that of minority women. (See Chart 14).

In most cases, occupations that are perceived as women's work pay less than do male dominated occupations, even when comparable levels of skill and effort are required. Moreover, women's earnings are usually lower than men's even within the same occupation. Among full-time American workers, for example, female secretaries earned 88 percent of their male counterparts' wages in 1990, and women bus drivers earned 75 cents to every dollar earned by men. Differences between men and women in educational attainment, age, work experience, hours worked, and occupational tenure contribute to this wage disparity; however, sex discrimination by employers also plays a role.

Clearly, there is need for improvement in the area of women's occupational employment. While many encouraging trends can be seen, particularly in regard to professional and managerial jobs, the majority of women continue to work in traditionally female occupations. The proportion of women in nontraditional jobs must increase significantly if women are to gain equal standing in the workforce.

DISTRIBUTION OF WOMEN AND MEN IN SELECTED OCCUPATIONS, BY RACE AND HISPANIC ORIGIN
New Mexico, 1990

	TOTAL, ALL RACES				HISPANIC, ALL RACES			
	Number		Percent Distribution		Number		Percent Distribution	
	Women	Men	Women	Men	Women	Men	Women	Men
Executive, administrative & managerial	32,711	41,079	10.7	10.9	9,269	9,717	8.6	7.1
Professional occupations	52,581	49,719	17.1	13.2	11,009	8,941	10.2	6.5
Engineers	1,005	10,127	0.3	2.7	199	1,323	0.2	1.0
Teachers, elementary and secondary	17,822	6,133	5.8	1.6	4,622	1,721	4.3	1.3
Technical occupations	10,978	17,886	3.6	4.7	3,118	4,604	2.9	3.4
Sales occupations	40,880	38,234	13.3	10.1	13,728	10,471	12.8	7.6
Clerical workers	78,243	21,893	25.5	5.8	28,516	8,838	26.5	6.4
Service occupations	58,646	44,276	19.1	11.7	27,412	21,413	25.5	15.6
Farm workers	3,077	17,655	1.0	4.7	888	8,783	0.8	6.4
Mechanics and repairers	1,010	24,314	0.3	6.4	385	8,271	0.4	6.0
Precision production and craft	6,516	51,483	2.1	13.7	2,187	22,875	2.0	16.7
Operators, fabricators, & laborers	18,051	67,458	5.9	17.9	8,849	32,075	8.2	23.4
Other	4,357	3,113	1.4	0.8	2,199	1,333	2.0	1.0
Total	307,050	377,110	100.0	100.0	107,558	137,321	100.0	100.0

	WHITE, NOT HISPANIC				BLACK, NOT HISPANIC			
	Number		Percent Distribution		Number		Percent Distribution	
	Women	Men	Women	Men	Women	Men	Women	Men
Executive, administrative & managerial	21,193	28,994	12.5	14.0	557	578	10.9	9.6
Professional occupations	37,420	37,567	22.1	18.2	662	591	12.9	9.8
Engineers	706	8,251	0.4	4.0	37	86	0.7	1.4
Teachers, elementary and secondary	11,861	4,086	7.0	2.0	249	106	4.9	1.8
Technical occupations	7,015	12,105	4.1	5.9	190	285	3.7	4.7
Sales occupations	23,670	26,150	14.0	12.7	751	394	14.7	6.5
Clerical workers	43,016	11,176	25.4	5.4	1,253	493	24.5	8.2
Service occupations	23,841	17,207	14.1	8.3	1,233	1,085	24.1	18.0
Farm workers	1,965	7,595	1.2	3.7	20	111	0.4	1.8
Mechanics and repairers	574	13,718	0.3	6.6	11	573	0.2	9.5
Precision production and craft	2,679	22,955	1.6	11.1	55	548	1.1	9.1
Operators, fabricators, & laborers	6,801	28,092	4.0	13.6	262	1,314	5.1	21.7
Other	1,172	867	0.7	0.4	126	72	2.5	1.2
Total	169,346	206,426	100.0	100.0	5,120	6,044	100.0	100.0

	NATIVE AMERICAN, NOT HISPANIC				ASIAN, NOT HISPANIC			
	Number		Percent Distribution		Number		Percent Distribution	
	Women	Men	Women	Men	Women	Men	Women	Men
Executive, administrative & managerial	1,328	1,430	6.3	6.0	329	307	10.1	10.7
Professional occupations	2,777	1,600	13.1	6.8	694	978	21.3	34.1
Engineers	5	205	0.0	0.9	58	248	1.8	8.7
Teachers, elementary and secondary	935	194	4.4	0.8	150	25	4.6	0.9
Technical occupations	551	683	2.6	2.9	82	186	2.5	6.5
Sales occupations	2,261	945	10.7	4.0	402	198	12.4	6.9
Clerical workers	4,890	1,218	23.1	5.1	352	141	10.8	4.9
Service occupations	5,221	4,000	24.7	16.9	738	398	22.7	13.9
Farm workers	204	1,099	1.0	4.6	0	38	0.0	1.3
Mechanics and repairers	34	1,663	0.2	7.0	6	69	0.2	2.4
Precision production and craft	1,400	4,787	6.6	20.2	169	192	5.2	6.7
Operators, fabricators, & laborers	1,671	5,464	7.9	23.1	422	332	13.0	11.6
Other	790	809	3.7	3.4	57	25	1.8	0.9
Total	21,127	23,698	100.0	100.0	3,251	2,864	100.0	100.0

Chart 14

Source: Bureau of the Census

EMPLOYMENT OF FEMALE WORKERS IN SELECTED OCCUPATIONS
New Mexico and the U.S., 1980 and 1990

Occupation	Women as a percent of total employed			
	New Mexico		United States	
	1990	1980	1990	1980
Managerial & Management Related Occupations	**44.3**	**34.3**	**44.2**	**31.8**
Financial managers	48.5	37.4	46.0	31.2
Managers, marketing, advertising, & public relations	36.0	18.2	31.8	17.4
Accountants	57.0	44.3	52.7	37.9
Buyers-purchasing agents	49.1	37.2	47.9	36.0
Professional and Technical Occupations	**48.5**	**42.8**	**52.1**	**47.9**
Engineers	9.0	4.2	9.1	4.6
Physicians	22.8	18.0	20.7	13.3
Registered nurses	89.6	91.5	94.3	95.9
Teachers, except college and university	72.8	67.7	74.6	70.7
Teachers, college and university	41.7	40.3	40.5	36.2
Lawyers-judges	31.3	18.1	24.4	13.8
Technicians, excluding medical-dental	26.9	28.8	29.2	24.5
Sales Workers	**51.7**	**48.6**	**49.2**	**47.9**
Sales representatives (including wholesale)	33.6	29.9	33.6	26.5
Sales workers, retail and personal services	66.6	65.5	65.5	66.7
Clerical Workers	**78.1**	**79.2**	**77.3**	**77.1**
Bank tellers	94.6	92.1	89.8	91.8
Bookkeepers	89.0	90.9	89.6	89.7
Computer operators	63.1	63.3	61.6	59.0
Secretaries-typists	97.5	97.7	98.0	98.3
Shipping-receiving clerks	35.7	29.9	29.0	23.6
Service Workers	**57.0**	**57.7**	**58.2**	**59.0**
Private household	94.0	95.2	94.8	95.5
Food service	61.1	70.2	58.7	66.2
Health service	85.4	83.6	87.2	88.1
Personal service	82.8	76.1	81.4	77.9
Protective service	11.7	10.9	15.8	11.4
Precision Production, Craft, & Repair Occupations	**9.0**	**6.8**	**9.5**	**7.8**
Mechanics, including automotive	4.0	2.9	4.3	3.3
Carpenters	1.3	2.0	1.7	1.6
Operators, Fabricators, and Laborers	**21.1**	**18.8**	**26.3**	**27.3**
Assemblers	43.0	47.6	43.3	49.7
Laundry and dry cleaning operatives	66.2	68.4	62.2	65.2
Sewing machine operators	86.2	96.1	88.1	94.2
Truck drivers	9.2	6.1	6.0	3.3

Chart 15

Source: Bureau of the Census

OCCUPATIONS WITH HIGHEST PERCENTAGE OF FEMALE WORKERS
New Mexico, 1990

Occupational Title	Percent Female
Family child care providers	98.7
Secretaries	98.3
Early childhood teacher's assistants	96.6
Teachers, prekindergarten and kindergarten	96.3
Bank tellers	94.6
Receptionists	94.3
Typists	93.6
Private household cleaners and servants	92.4
Licensed practical nurses	91.4
Data–entry keyers	90.9
Child care workers, N.E.C.	89.7
Registered nurses	89.6
Bookkeepers, accounting, and auditing clerks	89.0
Hairdressers and cosmetologists	88.9
Teachers' aides	87.7
File clerks	86.4
Telephone operators	86.3
Textile sewing machine operators	86.2
Sales workers, apparel	85.5
Nursing aides, orderlies, and attendants	85.2
Waiters and waitresses	84.9
Maids and housemen	84.6
Management related occupations, N.E.C.	83.0
General office clerks	82.3
Cashiers	80.5

N.E.C.--Not elsewhere classified

Note: Occupations listed are those in which total employment was 1,000 or more in 1990.

Chart 16

Source: Bureau of the Census

Education

The 1990-91 school year found women well represented in post-secondary education in New Mexico. Women received more associate, bachelors, and even masters degrees than men. The only types of degrees where women lagged behind were law and medicine, doctorates, and vocational-technical certificates. Of these, the only areas of significant disparity were medicine and doctorate degrees. (See Chart 17.)

Women have made great progress not only in participating in higher education and earning degrees, but in the different types of degrees earned. Women have driven their way into certain program areas which were traditionally male: for example women earned 51 percent of the Business Administration and Management degrees awarded in New Mexico in 1990-91 compared to 12 percent in 1975-76. In other programs women have made headway, yet the programs continue to be male-dominated. Engineering is a good example of this: in 1975-76 women represented only two percent of electrical engineering degrees received (bachelors) and in 1990-91 they represented 20 percent. Elementary education and nursing continue to be very popular degrees for women. Sixteen percent of bachelor's degrees received by women in 1990-91 were in these two program areas. (See Chart 18.)

In the past, women were raised to plan on staying home to raise a family; therefore, higher education seemed unnecessary. As women have entered and proven they are in the labor force to stay, parents and society have come to realize the importance of education for girls. Women now plan to work, and are therefore making educational and occupational decisions more and more similar to men's. Increased labor force participation motivates higher education, and vice versa; higher education motivates increased labor force participation. Women with higher education have more to lose by staying home in terms of foregone earnings, and (in some people's view) prestige and interesting activities.

Although women have made significant progress in terms of entering traditionally-male courses, many still tend to shy away from unfamiliar ground. As U.S. Secretary of Labor Robert B. Reich wrote in *Working Woman* magazine, "It's important to provide vocational direction early to help adolescent girls battle the emotional difficulties that often accompany their formative years, such as lack of confidence, shyness, negative body image, sexual abuse, and discrimination."[8] A higher sense of self-worth will lead to higher aspirations in education and in the labor market. Not only do traditionally-male occupations typically pay more than traditionally-female occupations, but by breaking down these arbitrary gender restrictions, both men and women will have greater training and occupational freedom of choice.

NEW MEXICO
DEGREES CONFERRED BY POST-SECONDARY INSTITUTIONS BY SEX
SCHOOL YEAR 1990-91

4-YEAR UNIVERSITIES		
Associate Degree		
Male	106	32.7%
Female	218	67.3%
Bachelors Degree		
Male	2,315	47.2%
Female	2,591	52.8%
Professional Degree		
Medicine		
Male	40	59.7%
Female	27	40.3%
Law		
Male	52	52.0%
Female	48	48.0%
Masters Degree		
Male	788	43.1%
Female	1,041	56.9%
Education Specialist		
Male	10	41.7%
Female	14	58.3%
Doctorate		
Male	151	65.7%
Female	79	34.3%

BRANCH COLLEGES		
Associate Degree		
Male	328	34.7%
Female	616	65.3%
Certificate		
Male	161	44.6%
Female	200	55.4%
INDEPENDENT 2-YEAR INSTITUTIONS		
Associate Degree		
Male	227	39.0%
Female	355	61.0%
Certificate		
Male	76	43.9%
Female	97	56.1%
VOCATIONAL-TECHNICAL SCHOOLS		
Associate Degree		
Male	135	36.5%
Female	235	63.5%
Certificate		
Male	437	51.8%
Female	406	48.2%

Source: Commission on Higher Education, Final Degree File Reports

Chart 17

DEGREES CONFERRED BY NEW MEXICO FOUR-YEAR UNIVERSITIES, SELECTED FIELDS OF STUDY BY SEX, THREE-YEAR COMPARISON

Major Field of Study	1975-76		1982-83		1990-91	
	Female	Male	Female	Male	Female	Male
BACHELOR'S DEGREES:						
Architecture	10	60	6	26	12	38
Accounting	53	124	90	64	78	45
Banking and Finance	9	34	25	40	47	78
Business Administration and Mgmt	27	202	181	221	254	244
Marketing Management	15	28	28	42	48	58
Journalism (Mass Communication)	29	39	43	33	65	39
Computer and Information Science	5	41	42	57	12	73
Special Education, General	87	18	20	3	61	13
Elementary Education	370	60	213	24	312	38
Secondary Education	41	47	18	15	47	32
Physical Education	42	66	46	58	19	52
Chemical Engineering	2	39	16	55	9	17
Civil Engineering	2	81	10	66	6	45
Electrical, Electronics, and Com. Engnring	2	94	19	143	39	160
Mechanical Engineering	0	52	15	120	17	107
Spanish	39	25	10	8	5	8
Dental Hygiene	2	0	3	0	7	0
Medical Laboratory Technology	22	7	20	5	5	2
Physical Therapy	0	0	12	3	15	6
Nursing, General	95	11	91	4	111	9
Pharmacy	13	37	21	25	31	31
Home Economics, General	5	0	2	0	14	0
Food Sciences and Human Nutrition	0	0	4	0	19	1
English, General	61	29	33	12	85	31
Speech, Debate, and Forensics	11	9	14	12	43	29
Biology, General	77	136	69	69	73	56
Mathematics, General	39	61	28	36	28	41
Chemistry, General	16	52	18	30	18	21
Geology	7	37	9	45	7	16
Physics, General	0	15	1	13	9	25
Psychology, General	90	101	82	41	170	55
Social Work, General	25	17	36	12	43	12
Anthropology	43	31	19	15	26	16
Economics	5	50	19	51	30	60
History	30	51	26	37	27	43
Political Science and Government	26	83	25	56	61	83
Sociology	48	51	40	16	38	17
Fine Arts, General	5	5	7	6	53	27
MASTER'S DEGREES:						
Architecture	4	14	0	10	10	18
Accounting	0	0	4	4	2	6
Business Administration and Mgmt	24	139	91	190	80	91
Communications, General	0	0	4	3	4	1
Computer and Information Science	2	12	2	10	8	20
Education Administration, General	23	53	46	60	69	42
Special Education, General	49	12	77	10	78	21
Elementary Education	190	21	140	17	100	15

Chart 18

DEGREES CONFERRED BY NEW MEXICO FOUR-YEAR UNIVERSITIES, SELECTED FIELDS OF STUDY BY SEX, THREE-YEAR COMPARISON

Major Field of Study	1975-76		1982-83		1990-91	
	Female	Male	Female	Male	Female	Male
MASTER'S DEGREES (Continued):						
Secondary Education	70	58	50	41	33	12
Physical Education	18	13	9	19	13	12
Chemical Engineering	0	4	1	12	2	11
Civil Engineering	0	21	3	22	5	24
Electrical, Electronics, and Com. Engnring	3	50	8	49	12	87
Mechanical Engineering	0	10	0	17	3	29
Spanish	7	5	10	4	4	5
Nursing, General	0	0	9	1	28	2
Pharmacy					4	11
Home Economics, General	1	0	6	1	9	0
English, General	23	12	12	8	32	9
Speech, Debate, and Forensics	21	13	15	3	10	5
Biology, General	8	30	12	19	6	5
Mathematics, General	2	22	7	15	4	8
Philosophy	2	1	2	1	4	2
Astronomy			0	4	1	2
Chemistry, General	5	17	3	12	5	12
Geology	1	18	3	15	7	8
Physics, General	1	7	3	7	3	6
Psychology, General	10	39	15	18	18	15
Public Administration	7	25	50	31	31	14
Social Work, General	0	0	14	12	2	0
Anthropology	7	5	7	15	22	15
Economics	0	4	4	5	8	14
History	4	18	5	8	9	4
Political Science and Government	4	16	1	7	5	5
Fine Arts, General	1	3	0	0	15	14
DOCTORATE DEGREES:						
Agronomy	0	1	0	6	0	6
Computer and Information Science	0	0	1	0	2	2
Education Administration, General	5	5	5	5	8	3
Civil Engineering	0	2	0	2	1	0
Electrical, Electronics, and Com. Engnring	0	5	0	3	0	2
English, General	4	5	3	4	3	2
Biology, General	2	5	1	7	3	9
Mathematics, General	0	7	0	2	0	7
Astronomy	0	1	0	0	0	2
Chemistry, General	2	8	2	12	5	14
Geology	0	4	0	2	0	7
Physics, General	0	7	0	7	0	9
Psychology, General	3	9	0	3	8	5
Anthropology	1	4	2	3	1	4
Economics	0	3	0	3	0	1
History	0	5	2	5	1	0
Sociology					2	0
Art History and Appreciation	0	0	0	1	0	1

SOURCE: Commission on Higher Education, Final Degree File Reports

Chart 18

EDUCATIONAL ATTAINMENT
Men and Women Age 25 and Over - 1970, 1980, and 1990
New Mexico

Highest grade completed	Women			Men		
	1970	1980	1990	1970	1980	1990
All educational levels						
Number	253,507	366,903	479,406	236,116	340,244	443,184
Percent	100.0	100.0	100.0	100.0	100.0	100.0
Elementary						
0-4 years	8.5	5.6	3.8	9.4	5.6	4.1
5-8 years	18.3	12.2	7.7	19.3	11.9	7.2
High School						
1-3 years	18.4	14.4	10.4	15.7	12.5	9.5
4 years	32.6	36.9	34.0	27.1	31.2	30.3
College						
1-3 years	12.3	17.0	26.3	12.7	17.3	25.6
4 years or more (1970 & 1980)						
Bachelor's degree or higher (1990)*	9.9	14.0	17.8	15.7	21.4	23.3
% high school graduates	54.8	67.9	74.4	55.5	69.9	75.9

Source: Bureau of the Census

* 1990 data for this item consist of people with a bachelor's degree or higher, while 1970 and 1980 data are made up of those with 4 or more years of college. This inconsistency is the result of a 1990 modification of the census response categories for people who have attended college. Comparisons between 1990 and earlier data should be used with caution.

Chart 19

Earnings

In 1990, New Mexico women earned on average 64 cents for every dollar earned by men, based on earnings of year-round full-time workers.* In comparison, women earned 59 cents for every dollar earned by men in 1980, indicating some improvement over the past ten years, but far from equity. Nationally, weekly earnings of women who worked full time were 72 percent those of men's in 1990.

Chart 20

UNITED STATES
MEDIAN WEEKLY EARNINGS OF
FULL-TIME WAGE AND SALARY WORKERS BY SEX, 1990

Description	Women	Men	Women's earnings as a percent of men's
16 and Over	$348	$485	72
16 to 24	254	283	90
25 and Over	370	514	72
Married	363	532	68
Single Head of Household	339	444	76

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics, "Employment and Earnings," January 1991

Many economists, and others, have tried to explain these differences based on a "human capital" theory. This theory basically holds that the market determines wages based on what the individuals have to offer, and women traditionally have had less to offer due to lack of preparation in terms of education and training, lack of experience, and lack of commitment to the work place. Women are perceived to lack commitment because they enter and exit the labor force more often with gaps in their work history due to staying home with young children, work fewer hours, and take primary responsibility for days off when children are sick.

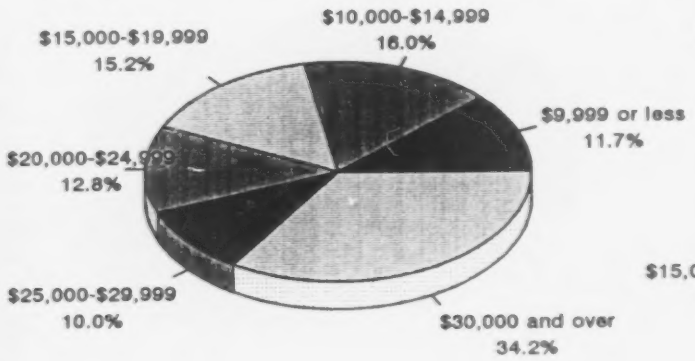
Also, working women have historically been concentrated in a handful of low-paying occupations such as secretaries, school teachers, and social workers. As stated in the USDOL Women's Bureau *Facts on Working Women*, "It has been argued that women choose these occupations because there tends to be less skill obsolescence for workers who leave and reenter the labor force. It has also been argued that the educational commitment for employment in these fields is less than in some others, and workers can have more time at home for other responsibilities."[9]

Many of these factors are true. In the past girls were raised with the idea that they would grow up, get married, stay home, and raise

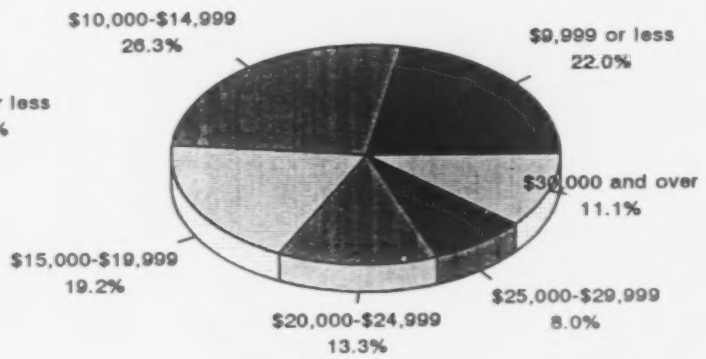
* Those working 35 hours or more per week and 40 weeks or more per year.

Chart 21

EARNINGS DISTRIBUTIONS OF MEN & WOMEN
NEW MEXICO, 1990



MEN



WOMEN

Source: Bureau of the Census

children. Therefore, girls, their parents, and society grossly underestimated their worklife. In some cases, parents would invest in sending their sons to school but saw no need to send their daughters. In addition, when women entered the workforce, the household duties were still considered to be their responsibility. With heavy family responsibilities, women were placed at a disadvantage in the labor market. Sometimes low wages combined with the high cost of day care left (and still leaves) women little choice but to stay home when their children are young. When children are sick, it often makes more sense for the lower paid parent to take time off - and more often the lower paid parent is the mother - and of course single parents (predominately women) have little choice.

Studies which have attempted to quantify the above factors still come up with a significant portion of the gap unaccounted for. In the 1992 edition of *The Economics of Women, Men, and Work*, economists Blau and Ferber found that less than 50 percent of the pay gap can be accounted for by these factors. According to the authors, "The evidence suggests that discrimination may explain half or more of the pay differential between men and women."[10] In many cases, women didn't just choose low-paying, dead-end jobs; they were limited to these occupations through discrimination. Employers chose women for "women's jobs" and men for "men's jobs," and unions worked to keep women out of many occupations. Many women in few occupations helped to keep the wages low. In addition, a commonly held opinion (in the not too distant past) was that a woman did not need to make much money because she was married or would probably get married, plus it was considered embarrassing for a man to make less

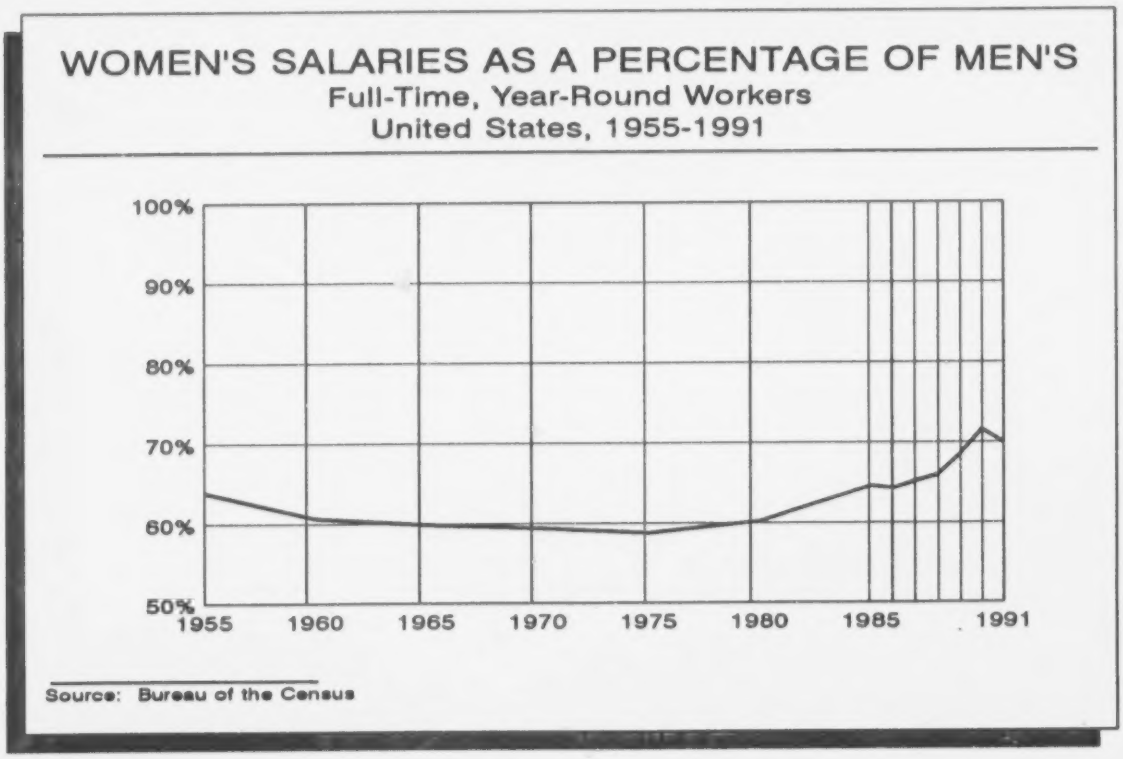


Chart 22

than a woman. Even "men's jobs" that required less skill were often paid higher than "women's jobs" that required higher skill levels. Before World War II, most women who worked were single and/or they worked out of economic necessity and were therefore thought of as almost second class citizens. Women were kept in the lower level jobs which were the first to go during layoffs, adding to their unstable work history.

The Equal Pay Act and the Civil Rights Act made it illegal for employers and unions to discriminate on the basis of sex, yet many of these beliefs are still subtly ingrained in our society. When an employer looks to fill a position, especially an upper level management position, they may lean toward a male candidate with the belief that a man will be able to make a more extended commitment. In addition, men's capabilities/accomplishments are generally judged more favorably than women's. In a famous study, two groups of people were presented with the same article for evaluation. One group was told the article was written by a woman and the other group was told it was written by a man. Both men and women, but more so men, gave the man a higher evaluation.[11] This can be very important when a woman is competing against men for a job or a promotion.

Women currently have high levels of participation in post-secondary education. The correlation between education and earnings is well-documented. Both men and women's earnings increase with higher education. At all education levels, however, women's earnings lag significantly behind men's. (See Chart 23.) At least part of this difference can be explained by the fact that the majority of women have and continue to opt for traditional careers (whether through pure choice, upbringing, career guidance, lack of knowledge, or lack of confidence). However, even when comparing earnings by occupation, for the most part women still make less than men. The fact that women are concentrated in lower paying occupations only makes matters worse.

The earnings gap varies by occupation. For instance, national statistics show female financial managers making only 67 percent of male financial managers while female engineers make 90 percent of their male peers' earnings. It is interesting to note that even in some traditionally female occupations, women made somewhat less than men. For example, female elementary school teachers only made 89 percent of male elementary school teachers' earnings. (See Chart 25)

The earnings gap also varies by industry. Statewide, most industries saw increases in the ratio of women's earnings to those of men's over the past decade. However, even the largest gains did little to resolve the inequity between men's and women's earnings. In the finance, insurance, and real estate industry, for example, a 20 percent gain in the female/male earnings ratio brought women's wages up from 49 percent of men's earnings in 1980 to just 59 percent in 1990. The smallest difference between the earnings of men and women was found among those employed in elementary and secondary schools, where women were paid 88 cents to every dollar earned by men.

In some industries, the ratio of women's pay to men's actually declined between 1980 and 1990. In the professional services industry, for example, women's earnings were only 54 percent of men's in 1990, down from 63 percent in 1980. Within that industry, the wages for female health service workers dropped from 62 percent of men's earnings in

1980 to 52 percent in 1990. (See Chart 26.) Analysis of wage data for individual industries and occupations within these larger sectors offers some explanation for this occurrence. These industries contain some of the highest paid occupations in the state; for example, scientists, engineers, doctors, dentists, and so forth. During the 1980s, wages for these types of occupations, which are predominately held by men, grew at a faster rate than those in which women predominate. As a result, the disparity between men's and women's wages in those industries increased even more over the decade.

The low incomes received by many women, combined with the growing number of female-headed households, have resulted in an increase in poverty among women and children. The number of female-headed families increased from 43,400 in 1980 to 62,300 in 1990, an increase of 43 percent compared to an increase of 18 percent for all families. The poverty rate for single mothers with children under 18 is 50 percent, compared to 32 percent for single fathers and 15 percent for married couple families.

The earnings gap between men and women has decreased, and will continue to do so, as women plan to work on an extended basis, expand their career choices with the appropriate investment in education and training, and work more hours per week and more years in their lifetime. Women have also responded by delaying marriage and childbirth and by having fewer children. "Additionally, the growing tendency of employers to provide child care benefits, flextime, and family leave policies can further strengthen women's opportunity to meet family responsibilities with fewer work interruptions."[12] As more and more women break through the barriers, the more the old stereotypes will fade and the United States and New Mexico will move closer to equitable pay by gender.

NEW MEXICO

EDUCATIONAL ATTAINMENT AND EARNINGS OF FULL-TIME, YEAR-ROUND WORKERS

Highest grade completed	Percent distribution		Average annual earnings		Women's earnings as a percent of men's
	Women	Men	Women	Men	
Elementary					
0-4 yrs.	3.8	4.1	$11,248	$16,911	66.5
5-8 yrs.	7.7	7.2	11,586	17,067	67.9
High School					
1-4 yrs., no diploma	14.1	12.8	12,375	19,333	64.0
High school graduate	30.3	27.0	14,460	21,503	67.2
College					
1-3 yrs.	26.3	25.6	16,959	26,006	65.2
Bachelor's degree	11.2	13.2	23,533	34,865	67.5
Master's degree	5.1	6.1	26,136	40,463	64.6
Doctorate degree	0.5	2.0	35,783	55,278	64.7
Professional school degree	1.0	2.0	38,133	70,918	53.8

Chart 23

NEW MEXICO

EARNINGS OF FULL-TIME, YEAR-ROUND WORKERS BY MAJOR OCCUPATIONAL GROUP

Occupational Group	Women as a percent of all workers in occupation	Median annual earnings		Women's earnings as a percent of men's
		Women	Men	
Administrative and Managerial	41.3	$20,000	$32,000	63
Professional Specialty	41.9	23,000	35,000	66
Technicians and Related Support	50.1	19,000	29,671	64
Sales	41.7	12,000	23,000	52
Administrative Support, Incl. Clerical	75.7	14,619	21,500	68
Service	47.6	10,000	14,786	68
Farming, Forestry, and Fishing	12.9	7,800	12,264	64
Precision Production, Craft and Repair	7.7	12,540	20,000	63
Operators, Fabricators, and Laborers	16.7	12,975	18,000	72

Chart 24

Workers age 18 and over who worked 35 hours or more per week and 40 weeks or more in 1989.

Source: Bureau of the Census

UNITED STATES
MEDIAN WEEKLY EARNINGS OF FULL-TIME WAGE AND SALARY WORKERS
BY SELECTED OCCUPATIONS AND SEX, 1990

Selected Occupations	Women	Men	Women's earnings as a percent of men's
Total, All Occupations	$348	$485	72
Administrators and Officials, Public Administration	549	710	77
Financial Managers	558	837	67
Administrators, Education and Related Fields	588	819	72
Managers, Medicine and Health	592	788	75
Accountants and Auditors	483	644	75
Engineers	736	822	90
Computer Systems Analysts and Scientists	661	799	83
Physicians	802	978	82
Registered Nurses	608	616	99
Teachers, Elementary School	513	575	89
Lawyers	875	1,178	74
Editors and Reporters	452	588	77
Electrical and Electronic Technicians	449	552	81
Computer Programmers	573	691	83
Cashiers	210	242	87
Secretaries, Stenographers, and Typists	341	387	88
Information Clerks	283	340	83
Bookkeepers, Accounting, and Auditing Clerks	335	391	86
Mail Carriers, Postal Service	525	562	93
General Office Clerks	319	355	90
Police and Detectives, Public Service	519	569	91
Nursing Aides, Orderlies, and Attendants	248	284	87
Janitors and Cleaners	248	294	84
Printing Machine Operators	309	431	72
Textile Sewing Machine Operators	211	255	83
Assemblers	287	370	78
Bus Drivers	305	405	75
Laborers, Except Construction	258	320	81
Farm Workers	202	234	86

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics,
"Employment and Earnings," January 1991

Chart 25

NEW MEXICO, 1990 AND 1980

EMPLOYMENT AND EARNINGS OF WOMEN BY SELECTED INDUSTRY
(Women age 18 and over who worked 40 weeks or more in 1989)

	Women as a percent of all workers in industry		Women's earnings as a percent of men's	
INDUSTRY	1990	1980	1990	1980
Agriculture, Forest, Fisheries	16.2	10.8	76	76
Mining	9.1	7.7	65	63
Construction	9.2	7.1	80	71
Manufacturing	29.5	29.1	64	60
Durable Goods	27.3	24.8	68	64
Nondurable Goods	34.5	35.9	56	53
Transportation, Communications, & Public Utilities	24.2	21.2	70	63
Transportation	19.2	16.2	69	59
Communication	40.1	43.1	72	66
Wholesale & Retail Trade	42.3	34.3	64	56
Wholesale	25.6	17.6	66	62
Retail	46.2	39.0	66	57
Finance, Insurance & Real Estate	60.2	53.9	59	49
Banking	76.4	70.3	49	49
Insurance	60.2	46.3	52	46
Other Finance & Real Estate	46.5	46.7	74	58
Services	51.7	42.6	59	57
Personal Services	60.2	58.4	70	62
Private Household	85.9	82.1	70	85
Professional Services	56.1	50.8	54	63
Health Services	70.4	64.8	52	62
Government	----	----	----	----
Education (Elementary & Secondary)	62.2	49.4	88	89
Public Administration	38.0	35.7	72	65

Source: Bureau of the Census

Chart 26

Moving Toward Gender Equity

The past decade witnessed much progress in the struggle for gender equity in the workplace. Between 1980 and 1990, a number of advancements were made in such areas as women's labor force participation, occupational status, earnings, and educational attainment. The number of women in the state's labor force increased by 38 percent during the 1980s, and by the end of the decade over half of all New Mexico women worked outside the home. Women now comprise 44 percent of the state's labor force, earn a majority of all bachelor's and master's degrees, and hold nearly half of all professional and managerial jobs. In addition, the ratio of women's earnings to those of men grew by more than 8 percent in New Mexico between 1980 and 1990.

Despite these advances, however, women are still a long way from gaining equal footing in the workplace. Lingering misconceptions create a self-sustaining cycle of expectation and response regarding the abilities and commitment of women workers. In order to break this cycle, substantial changes in policy, practice, and attitudes are needed. This section will discuss a variety of strategies and solutions for bringing gender equality to the workplace and helping women realize their true potential.

ACHIEVING OCCUPATIONAL EQUITY

Much of the disparity between women and men in the workplace is a direct result of unequal occupational distribution. The majority of employed women are clustered in a few traditionally female occupations which offer low wages and little potential for advancement. Women account for a large majority of retail sales clerks, clerical workers, and teachers but make up only a small fraction of skilled trades workers, engineers, and scientists. Despite increased levels of educational attainment for women and a greater focus on nontraditional careers, occupational stereotyping is still a significant problem in the 1990s.

If women are to gain equality in the labor market, it is essential that steps be taken to change this practice. Listed below are a variety of measures which, if implemented, can help end the practice of occupational stereotyping.

Career planning. More realistic career counseling should be provided to young women to encourage them to plan for a lifetime of labor market activity and to consider nontraditional career options. Career planning, based on realistic occupational projections, should begin at the junior high school level or even at the elementary school level.

Women planning their careers or anticipating career changes should pay close attention to occupations that offer good wages, employment opportunities, and promotion potential. It is also important that they consider the full range of job opportunities rather than only traditionally female occupations. Career decisions should be based upon individual

needs, interests, and abilities and not on the basis of gender stereotypes.

High school vocational education. To further the expansion of nontraditional employment for women, high schools should increase their efforts to enroll more girls in vocational education classes which are traditionally dominated by boys. In New Mexico's public high schools, girls make up only about a quarter of all students in technology-related courses like construction, electronics, and drafting. While boys are learning high-paying trades, girls are often learning skills that prepare them for low-paying jobs in the clerical field. Campaigns must be mounted to convince high-school girls that technical and crafts occupations are open to them, and that these occupations have important advantages over typically female occupations. Furthermore, since girls of high school age are extremely vulnerable to peer pressure, they must be convinced that these courses will not invalidate their identity as women.

Post-secondary education. One way in which the wage gap between women and men can be narrowed is through increased participation in nontraditional post-secondary educational programs. Women continue to dominate in traditionally female programs like home economics, nursing, and elementary education but are underrepresented in more highly paid fields like engineering, computer science, and mathematics.

In general, jobs which require college education or technical/vocational training offer higher pay, better advancement opportunities, and more interesting work than those which require only a high school diploma or less. In addition, many of the occupations with the best employment opportunities in the future will require at least some education beyond the high school level. In New Mexico, half of the 50 fastest-growing occupations through the year 2000 will require post-secondary education, as will a third of those providing the most annual openings. (See pages 37 and 38.) Overall, about 41 percent of all New Mexico jobs in the year 2000 will require post-secondary training or education.

Engineering. High schools should ensure that a greater percentage of their female students are prepared to pursue engineering studies in college. Many girls are shut out of engineering programs because they are inadequately prepared in math or do not plan early enough in high school. While women have recently begun moving into law, medicine, and business, the well-paid field of engineering remains predominately male. High schools can help correct this situation by informing girls early on about the advantages of pursuing an engineering career, making sure they are adequately prepared, and giving them proper information about admission requirements.

Apprenticeship. Apprenticeship programs offer an opportunity to learn a skilled trade while earning a living at the same time. There are currently 141 apprenticable occupations in New Mexico, primarily in highly skilled construction trades. Despite efforts to attract female applicants, only 11 percent of all apprentices in New Mexico are women. The majority of these apprentices are in the electrician, carpenter, and cook programs.

Changing attitudes. Traditional attitudes about women's ability and commitment to the job tend to reinforce the practice of occupational division of labor. Employers, male coworkers, and women themselves sometimes hold biased attitudes about the type of work that women can do and their level of commitment to the job. As a result, women may be relegated to

low-status, traditionally female occupations and denied opportunity for training, promotion, or transfer.

To alleviate this problem, employers must be provided with realistic, up-to-date information about the career commitment and abilities of women. Existing affirmative action and anti-discrimination laws may also help. As more women move into traditionally male jobs, it will become increasingly apparent that they are able and willing to perform the type of work that was previously assigned only to men. Attitudes will thus continue to change, paving the way toward greater gender equity in tomorrow's workplace.

PAY EQUITY

As noted earlier in this report, New Mexico women made on average only 64 cents to every dollar earned by men in 1990. Unequal payment of wages to men and women performing the same job, a practice forbidden by law, does not appear to be the main issue in this disparity. Rather, the problem is associated with the concentration of women into traditionally female occupations, which are noted for their low pay. While jobs performed by women may be equal to men's jobs in terms of skill, effort, and responsibility, the work itself is often different and is typically compensated at a lower rate. One proposed method of alleviating this problem is through the establishment of pay equity policies which would give workers equal pay for work of comparable value.

Pay equity advocates the reexamination of pay scales to see if they systematically discriminate against women's jobs by rating them lower in skill or effort than men's jobs. Such a policy would help close the earnings gap by ensuring that female-dominated jobs pay the same as comparable male jobs. There is a great deal of opposition to this concept however, due to increased labor costs, difficulty of assigning values to occupations, and a belief that the free market system is the most efficient way of determining wages. At the time of this writing, it appears unlikely that a pay equity policy will be implemented in the foreseeable future.

BALANCING CAREER AND FAMILY RESPONSIBILITIES

In most American families, women perform the majority of housekeeping and child care duties even when holding down a full-time job. Married women who enter the workforce continue to carry the bulk of the responsibility for housework. Wives typically manage most of the family's household chores like cooking, cleaning, shopping, and laundry. In addition, they usually take responsibility for getting the children to and from day care and staying home with them when they are sick. The problems are compounded for the 25 percent of working mothers who are single, since they alone are responsible for the care of their home and family.

As a result of these added obligations, some employers tend to view women as less committed workers than men and therefore resist placing women in training or management positions. Assignment of low-status jobs, in turn, has reinforced the perception of women as secondary earners within their own families. This subordinate status has meant that more demands are placed upon women in the home, which in turn make it more difficult for them to compete on an equal basis with men in the most challenging jobs.[13]

The factors that have sustained this cycle in the past appear to be decreasing. For one thing, the increase of women in responsible

positions is helping to change employer attitudes about their commitment and ability. In addition, the amount of housework performed by wives is slowly decreasing due to the growing use of labor-saving domestic technology and a small increase in men's contributions to family responsibilities.[14] Further improvement is likely as new strategies and policies are implemented to help workers more easily balance family and career responsibilities.

Employers need to be provided with realistic, up-to-date information about the committment of female workers. In addition, employers can help by instituting more flexible workplace policies which would allow parents to better manage the sometimes conflicting demands of work and family. Flextime policies, which allow workers to define their own hours within certain limits, would contribute to the easier and more equitable organization of family life. Other policies such as job sharing and compressed work week scheduling can also help.

> "When workers ignore their own health needs or family obligations in order to keep their jobs, we *all* pay more for social services and medical care as the neglected problems worsen." - Robert Reich, "Reclaiming Our Edge," *Working Woman*, p. 46.

The scarcity of reliable and affordable child care services can present a critical problem for families with young children. The inability to secure adequate child care arrangements makes coordination of work and family life particularly difficult. Parents of young children, most often the mother, may be forced to stay home when child care arrangements fail or simply cannot be found. In addition, child care expenses put an enormous strain on many family budgets, especially poor families which are often headed by women. To help remedy this problem, new and innovative child care strategies are needed. Employer-sponsored assistance programs, which may include such services as information and referral, financial assistance, or on-site dependent care, should be established or expanded. In addition, a publicly-funded child care system may be needed for poor families, perhaps as an alternative to welfare.

> "The bottom line: It is simply unfair to ask Americans to choose between their jobs and their families." - Robert Reich, p. 49.

The Family and Medical Leave Act, which became effective in 1993, requires companies with 50 or more employees to grant their workers up to 12 weeks of unpaid leave in the event of childbirth, adoption, or serious illness of immediate family members or themselves. This means that workers who stay home to care for newborn babies or seriously ill children, spouses, or parents will be guaranteed their same job when they return. The Family and Medical Leave Act is of particular benefit to women, since they make up an overwhelming majority of family caregivers.

GENDER STEREOTYPES

One of the greatest obstacles to gender equity is the pervasive influence of male/female stereotyping and sex biases. From a very early age, boys and girls are taught, often subtly, how they should look, think, act, be. Gender stereotypes are reinforced everywhere

you turn: by parents and other adults, including teachers; peers; advertising; movies; television; magazines; etc. Individuals who do not fit the stereotype often lose self-esteem.

Although both boys and girls lose self-esteem as they grow older, "the 1990 AAUW poll, *Shortchanging Girls, Shortchanging America*, documents a loss of self-confidence in girls that is twice that for boys as they move from childhood to adolescence."[15] Even when children are very young, girls who play with trucks are tolerated, while boys who play with dolls are shunned; deflating the self-esteem of both "misfits," but also sending the message to all that "girl activities" (and by association girls) are inferior to "boy activities" (and by association boys). Studies show that many classroom teachers continue to, unintentionally, give more attention and encouragement to boys. Boys are more often judged by their accomplishments (something they can control), while girls are more often judged by their looks (something they cannot control). "As girls mature, they confront a culture that both idealizes and exploits the sexuality of young women while assigning them roles that are clearly less valued than male roles."[16]

> "..., since research consistently shows that differences within each sex are far greater than between-sex differences for most matters of public significance, there is good reason to call for gender-neutral processes that allow individuals to make what they will of their sex." - David L. Kirp, Mark G. Yudof, and Marlene Strong Franks, p. 204.

By the time boys and girls are in high school and ready to think about their future, they have been so greatly influenced by gender sterotypes that they often limit their choices. In addition, young people (especially girls) often lack the self-confidence necessary for high career aspirations. It requires an even higher self-concept to reject the norm and enter a nontraditional career. Good career guidance is extremely important, but in many cases may come too late.

Efforts are being made to break this self-reinforcing process. Many good programs are in place to help teachers recognize their own biases (gender, as well as racial and ethnic) and learn to combat them, other programs are bringing gender-fair language into common usage, such as mail carrier and police officer (instead of mailman and policeman), and career awareness activities are taking place in middle schools and sometimes even in elementary schools. Still other programs publicize men and women who have entered nontraditional occupations to encourage others to consider nontraditional careers as well. As programs such as these gather momentum and as more and more people continue to break the mold, the old stereotypes and sex biases will fade.

SEXUAL HARASSMENT

Another issue inherent to any discussion on women workers is the topic of sexual harassment. Sexual harassment is any unwanted sexual attention; something that no one (man or woman) should have to endure in the workplace. Sometimes sexual favors are made a condition of employment, promotion, raises, etc. Often sexual harassment is more an issue of power than an issue of sex. Although men may be the subject of sexual harassment, women are more frequently the target.

Victims of sexual harassment suffer tremendously in terms of fear, guilt, anger, stress,

and lowered self-esteem. Perhaps worst of all, "In treating women as sexual objects, men who engage in sexual harassment deny women the opportunity to present themselves as serious, competent workers." [17] Women who enter nontraditional fields may find themselves in a particularly hostile situation. Men sometimes resent women entering traditionally male realms and will purposely try to intimidate and humiliate them. It is not uncommon for others to blame the victim in sexual harassment cases.

In addition to the tremendous personal cost of sexual harassment, employers and society also lose in terms of lower productivity and higher absenteeism. "A federal government study estimated that the government lost $189 million over a two-year period due to job turnover, absenteeism, medical insurance claims, and the reduced productivity associated with sexual harassment." [18]

The best protection against sexual harassment is to be well informed. In 1980, the Equal Employment Opportunity Commission issued guidelines (Title VII of the Civil Rights Act of 1954) which provide a definition of sexual harassment and which hold employers responsible for acts of sexual harassment by their employees and their customers or clients. If internal efforts of resolution are not successful or feasible, outside agencies for help include the New Mexico Commission on the Status of Women, the United States Equal Employment Opportunity Commission (EEOC), the New Mexico Human Rights Commission, and the Albuquerque Human Rights Office.

NEW MEXICO

FASTEST GROWING OCCUPATIONS, 1988–2000

Chart 27

Occupation	Employment		Change		Annual
	1988	2000	Numeric	Percent	Openings
1 Home Health Aides	650	1,190	530	82.0	60
2 Paralegals	520	910	390	76.2	40
3 Medical Assistants	770	1,280	510	66.6	50
4 Medical Secretaries	970	1,580	610	63.2	80
5 Physical Therapists	310	500	190	60.8	20
6 Cannery Workers	150	240	90	60.1	10
7 Travel Agents	690	1,090	410	59.4	60
8 Physical & Corrective Therapy Aides	210	320	120	56.1	10
9 Surgical Technicians	130	200	70	55.0	10
10 Plastic Molding, Casting Operator	320	490	170	54.7	30
11 Social Welfare Service Aides	240	370	130	54.5	20
12 Pipelayers & Pipelaying Fitters	250	380	140	54.4	20
13 Radiologic Technol. & Technicians	650	1,000	340	52.6	40
14 Industrial Production Managers	500	760	260	51.6	30
15 Computer Programmers	1,650	2,500	850	51.2	120
16 Ushers, Lobby Attd., Ticket Takers	150	230	80	50.0	10
17 Human Service Workers	790	1,170	380	47.9	40
18 Securities, Financial Serv. Sales	380	560	180	47.6	20
19 Data Processing Equip. Repairers	490	720	230	47.2	30
20 Correction Officers and Jailers	1,710	2,520	810	47.0	90
21 Paving, Surfacing, Tamping Workers	720	1,050	340	46.7	50
22 Roofers	1,020	1,490	470	46.5	60
23 Millwrights	100	150	50	46.2	10
24 Computer Systems Analysts	2,070	2,990	920	44.6	100
25 Nursing Aides and Orderlies	4,130	5,970	1,840	44.6	220
26 Medical Records Techn. & Technol.	310	440	140	44.1	20
27 Jewelers and Silversmiths	600	870	260	43.7	40
28 Structural & Reinforcing Metal Workers	120	160	50	41.7	10
29 Underwriters	260	370	110	41.7	10
30 Housekeepers, Institutional	540	770	230	41.4	30
31 Electrical & Electronic Technicians	5,650	7,950	2,300	40.7	280
32 Opticians, Dispensing & Measuring	390	550	160	40.5	30
33 Respiratory Therapists	230	320	90	40.4	10
34 Offset Lithographic Press Setters	170	240	70	40.1	10
35 Operations and Research Analysts	590	830	240	40.0	30
36 Bakers, Bread and Pastry	800	1,110	320	39.9	50
37 Artists and Commercial Artists	1,190	1,660	470	39.6	70
38 Industrial Engineers, Exc. Safety	350	490	140	39.4	20
39 Optical Goods Workers	140	200	60	39.2	10
40 Bindery Machine Operators/Set/Tend	160	220	60	39.0	10
41 Receptionists, Information Clerks	4,430	6,160	1,730	39.0	220
42 Computer Operators, Exc. Periph.	1,310	1,820	510	38.8	60
43 Brokers, Real Estate	420	580	160	38.7	20
44 Chemical Engineers	390	540	150	38.4	20
45 Designers	1,360	1,870	520	38.2	70
46 Electrical & Electronic Engineers	4,060	5,580	1,520	37.4	230
47 Baggage Porters and Bellhops	210	290	80	37.3	10
48 Driver/Sales Workers	1,160	1,600	430	37.2	70
49 Hosts & Hostesses: Rest., Lounge	1,120	1,540	420	37.0	50
50 Food Service & Lodging Managers	4,980	6,810	1,830	36.7	250

NEW MEXICO

OCCUPATIONS WITH THE MOST ANNUAL OPENINGS, 1988–2000

Chart 28

	Occupation	Employment		Change		Annual
		1988	2000	Numeric	Percent	Openings
1	Salespersons, Retail	18,240	23,300	5,070	27.8	1,010
2	Waiters and Waitresses	9,940	13,570	3,630	36.5	760
3	Food Counter, Fountain & Related Wrkrs.	10,810	12,910	2,100	19.4	670
4	Cashiers	12,500	15,160	2,670	21.3	660
5	General Managers and Top Executives	17,560	21,490	3,930	22.4	640
6	Secretaries	16,290	18,810	2,520	15.5	600
7	Janitors and Cleaners	10,890	13,240	2,350	21.6	440
8	General Office Clerks	12,170	14,710	2,540	20.9	410
9	Registered Nurses	7,800	10,640	2,840	36.5	380
10	Truck Drivers, Heavy	6,770	8,820	2,050	30.3	370
11	Food Preparation Workers	5,310	6,750	1,450	27.2	340
12	Teachers, Secondary School	7,630	9,300	1,670	21.9	330
13	Stock Clerks, Sales Floor	5,830	7,370	1,540	26.4	310
14	Bookkeeping, Account. & Auditing Clerks	11,990	12,540	550	4.6	290
15	Dining Room & Bartender Helpers	3,650	4,960	1,310	35.7	290
16	Electrical & Electronic Technicians	5,650	7,950	2,300	40.7	280
17	Teachers, Elementary	7,850	9,050	1,200	15.3	270
18	Food Service & Lodging Managers	4,980	6,810	1,830	36.7	250
19	Freight & Material Movers, Hand	4,190	5,000	810	19.2	250
20	Carpenters	6,320	7,730	1,410	22.3	240
21	Electrical & Electronic Engineers	4,060	5,580	1,520	37.4	230
22	Cooks, Restaurant	4,180	5,590	1,400	33.5	220
23	Nursing Aides and Orderlies	4,130	5,970	1,840	44.6	220
24	Receptionists, Information Clerks	4,430	6,160	1,730	39.0	220
25	Construction Trades Helpers	3,530	4,280	740	21.1	210
26	Cooks, Fast Food and Short Order	3,170	3,780	610	19.1	210
27	Automotive Mechanics	4,220	4,970	750	17.7	200
28	Maids and Housekeeping Cleaners	4,760	6,180	1,420	29.9	200
29	Teacher Aides	5,600	6,720	1,120	20.0	200
30	Teacher Aides, Paraprofessional	3,520	4,150	630	17.9	180
31	Lawyers	3,470	4,530	1,060	30.5	170
32	Accountants and Auditors	3,940	5,000	1,060	26.8	160
33	Cooks, Institution or Cafeteria	3,470	4,360	890	25.7	160
34	Licensed Practical Nurses	3,170	4,330	1,160	36.5	160
35	Maintenance Repairers, Gen. Util.	6,060	7,520	1,460	24.0	160
36	Truck Drivers, Light	4,690	6,330	1,640	35.0	160
37	Guards	3,250	3,960	720	22.0	140
38	Stock Clerks: Stockroom or Warehouse	4,110	4,730	620	15.0	140
39	Drafters	2,020	2,640	620	30.8	130
40	Education Administrators	3,000	3,660	660	22.0	130
41	Engineer., Math., Natural Science Mgrs.	2,750	3,690	950	34.4	130
42	Financial Managers	3,690	4,470	780	21.1	130
43	Police Patrol Officers	2,100	2,680	580	27.8	130
44	Bank Tellers	2,530	2,780	250	9.9	120
45	Child Care Workers	3,680	4,600	920	25.0	120
46	Computer Programmers	1,650	2,500	850	51.2	120
47	Electricians	2,570	3,220	650	25.1	120
48	Physicians	2,680	3,250	560	21.0	120
49	First Line Supervisors: Mech. & Repair	2,150	2,440	290	13.5	110
50	Bartenders	1,650	2,170	530	31.9	100

Appendix

WOMEN'S RESOURCES

Women's Bureau
U.S. Department of Labor
525 Griffin Street,
Suite 731
Dallas, TX 75202

(214) 767-6985

Mandated by Congressional law in 1920 to promote the welfare of working women, improve their working conditions, increase their efficiency, and advance their employment opportunities. The Bureau also produces a number of publications which present facts on women workers and address matters of concern to women in the labor force.

New Mexico Commission on the Status of Women
4001 Indian School Rd. NE,
Suite 220
Albuquerque, NM 87110

841-4662 or 1-800-432-9168

Provides information, referral, and advocacy for women. Reports the needs of women to state government; advises women of their rights; works to bring about changes beneficial to women; and provides workshops, conferences, and counseling designed to inform women of their educational and employment opportunities and to further the goal of economic independence for women.

Women's Center - University of New Mexico
Mesa Vista Hall, Rm. 1160
Albuquerque, NM 87131

277-3716

Serves as a support system for women, offering workshops, counseling, and referrals on a wide variety of topics. Maintains a library of books and articles on career exploration, plus information on sexual harassment, two-career families, and working mothers.

YWCA - Career Services Center
7201 Paseo del Norte NE
Albuquerque, NM 87113

822-9922

Offers a variety of services to help women find jobs, including training in job search skills, and resume and cover letter writing. Maintains a library of materials on job hunting as well as other materials of interest to women.

State Supervisor for Equal Vocational Opportunity
State Dept. of Education
300 Don Gaspar
Santa Fe, NM 87501

827-6674

Funds and oversees Single Parent/Displaced Homemaker/Single Pregnant Women and Sex Equity Projects throughout the state. The purpose of these projects is to provide programs of instruction and services which expand life and career options, with a focus on economic self-sufficiency.

NEW MEXICO DEPARTMENT OF LABOR SERVICES

Labor Service Centers (LSC)

Offer general employment services and information for the state including interviewing job seekers to match them with openings placed by employers.

Alamogordo LSC
901 Alaska Avenue
437-9210

Albuqueruqe LSC
501 Mountain Rd. NE
841-9300

Artesia LSC
704 West Main
748-1303

Carlsbad LSC
323 South Halagueno
887-1174

Clovis LSC
1601 Sutter Place
762-4571

Portales Sub-Office
1100 Community Way
356-8576

Espanola LSC
Onate Street
753-2285

Farmington LSC
600 West Arrington St.
327-6126

Gallup LSC
814 S. State Road 32
863-3884

Grants LSC
221 West Santa Fe Ave.
287-9441

Hobbs LSC
204 West Park
393-5188

Las Cruces LSC
226 South Alameda St.
524-6250

Sunland Park Sub-Off.
3800 McNutt Road
589-0377

Las Vegas LSC
833 Grand Avenue
425-6451

Raton LSC
201 South Second St.
445-2784

Rio West LSC
4110 Sabana Grande
891-1911 (Rio Rancho)

Roswell LSC
108 East Bland
624-6040

Santa Fe LSC
301 West De Vargas
827-7434

Silver City LSC
410 West Broadway
538-3737

Deming Sub-Office
120 West Hemlock
546-0192

Socorro LSC
109 Faulkner
835-0067

Taos LSC
Paseo del Canon
758-4219

Tucumcari LSC
119 South Second
461-2734

Job Training & Partnership Act (JTPA)

Job Training & Family Services
1701 Fourth Street SW
Albuquerque, NM 87102
768-6050

JTPA was enacted to establish federal programs to prepare youth and unskilled adults for entry into the labor force and to afford job training for economically and academically disadvantaged individuals with barriers to employment. JTPA is administered by Job Training and Family Services in Albuquerque and by the NMDOL Labor Service Centers (see above) in the rest of the state.

Apprenticeship Council

501 Mountain Road
Albuquerque, NM 87102
841-8989

The Apprenticeship Council promotes apprenticeship programs and provides technical assistance and services to various employer-established programs throughout the state.

NEW MEXICO DEPARTMENT OF LABOR SERVICES - (Continued)

Bureau of Economic Research and Analysis
401 Broadway NE
Albuquerque, NM 87102
841-8645

Below is a listing of special job hunting information available free from the Bureau of Economic Research and Analysis.

New Mexico Job Hunter's Guide
Describes general economic conditions, job needs, wages, training sources, large employers, career planning, interviewing, resume writing, and other information.

New Mexico Jobs for Graduates
Provides annual hiring plans by 160 major state employers for college and vocational school graduates. Includes expected number of hires, salaries, personnel office addresses, and other information.

Large Employers in the Albuquerque Area
Lists names, addresses, and phone number of employers (with 50 or more employees) in the Albuquerque area - listed by industry.

Large Employers in New Mexico by County
Lists names, addresses, and phone number of employers (with 25 or more employees) in New Mexico by county - excluding the Albuquerque area.

New Mexico Occupational Outlook 2000
Provides numerical data and narrative analysis on projected job openings for about 600 occupations statewide and in Albuquerque.

Prospects
This "newspaper-type" publication provides a wide variety of economic, occupational, and educational information intended to help individuals make career decisions and prepare for job entry.

Options
This "newspaper-type" publication highlights information on nontraditional jobs, careers, and education.

Wage Surveys
Show entry, average, and ranges of pay for about 140 skills in companies of 10 to 100 workers. Publications are available for the large metropolitan areas and each geographic quadrant of the state.

NEW MEXICO

Detailed Occupation of the Civilian Labor Force by Sex, 1990 and 1980

Occupation	1990		1980	
	Female	Male	Female	Male
Total, All Occupations	**307,050**	**377,110**	**220,946**	**323,279**
MANAGERIAL AND PROFESSIONAL SPECIALTY OCCUPATIONS	85,292	90,798	50,668	75,090
Executive, Administrative, and Managerial Occupations	32,711	41,079	17,445	35,111
Managerial Occupations	21,709	32,032	12,321	27,867
Legislators, chief executives, and general administrators, public administration	39	223	81	449
Administrators and officials, public administration	1,762	2,549	893	1,760
Administrators, protective services	74	304	6	143
Financial managers	1,066	1,130	578	962
Personnel and labor relations managers	718	629	463	772
Purchasing managers	205	432	45	123
Managers, marketing, advertising, and public relations	664	1,182	442	1,877
Administrators, education and related fields	1,881	2,166	756	1,650
Managers, medicine and health	870	381	334	293
Postmasters and mail superintendents	283	192	200	144
Managers, food service and lodging establishments	3,300	3,459	N/A	N/A
Managers, properties and real estate	1,364	1,414	464	869
Funeral directors	9	89	7	167
Managers, service organizations, n.e.c.	1,075	1,134	N/A	N/A
Managers and administrators, n.e.c., salaried	7,697	14,393	6,828	16,094
Managers and administrators, n.e.c., self-employed	702	2,355	1,224	2,564
Management Related Occupations	11,002	9,047	5,124	7,244
Accountants and auditors	3,876	2,926	1,943	2,404
Underwriters	85	57	23	39
Other financial officers	2,126	1,384	1,012	908
Management analysts	629	845	192	383
Personnel, training, and labor relations specialists	1,614	1,072	1,168	1,397
Purchasing agents and buyers, farm products	9	52	–	80
Buyers, wholesale and retail trade, except farm products	461	345	178	234
Purchasing agents and buyers, n.e.c.	582	693	347	551
Business and promotion agents	106	64	43	35
Construction inspectors	41	492	32	353
Inspectors and compliance officers, except construction	298	876	105	842
Management related occupations, n.e.c.	1,175	241	81	18
Professional Specialty Occupations	52,581	49,719	33,223	39,979
Engineers, Architects, and Surveyors	1,126	10,994	447	8,784
Architects	116	726	77	606
Aerospace engineers	19	505	6	133
Metallurgical and materials engineers	8	74	35	120
Mining engineers	2	228	24	411
Petroleum engineers	16	321	8	386
Chemical engineers	29	174	–	134
Nuclear engineers	23	122	10	199
Civil engineers	139	1,587	45	1,406

NEW MEXICO

Detailed Occupation of the Civilian Labor Force by Sex, 1990 and 1980 – Continued

Occupation	1990		1980	
	Female	Male	Female	Male
Agricultural engineers	–	19	–	16
Electrical and electronic engineers	337	2,755	80	2,108
Industrial engineers	94	614	31	432
Mechanical engineers	80	737	19	590
Marine and naval architects	–	8	13	20
Engineers, n.e.c.	258	2,983	55	1,825
Surveyors and mapping scientists	5	141	44	398
Mathematical and Computer Scientists	1,124	2,357	432	1,345
Computer systems analysts and scientists	568	1,436	280	914
Operations and systems researchers and analysts	438	722	72	260
Actuaries	7	10	–	5
Statisticians	77	95	50	61
Mathematical scientists, n.e.c.	34	94	30	105
Natural Scientists	798	3,913	512	3,777
Physicists and astronomers	77	1,256	17	1,323
Chemists, except biochemists	272	824	149	490
Atmospheric and space scientists	–	86	–	53
Geologists and geodesists	31	526	97	741
Physical scientists, n.e.c.	40	191	26	112
Agricultural and food scientists	11	159	50	113
Biological and life scientists	197	308	57	299
Forestry and conservation scientists	16	462	88	580
Medical scientists	154	101	28	66
Health Diagnosing Occupations	1,147	3,658	501	2,995
Physicians	728	2,461	436	1,971
Dentists	128	580	20	497
Veterinarians	90	216	23	161
Optometrists	45	158	6	204
Podiatrists	–	22	4	32
Health diagnosing practitioners, n.e.c.	156	221	12	130
Health Assessment and Treating Occupations	10,812	2,327	6,174	1,768
Registered nurses	8,075	937	5,051	449
Pharmacists	335	713	207	792
Dietitians	428	101	254	66
Respiratory therapists	228	177	72	126
Occupational therapists	266	10	16	–
Physical therapists	453	117	176	63
Speech therapists	532	52	173	44
Therapists, n.e.c.	402	86	130	51
Physicians' assistants	93	134	95	177
Teachers, Postsecondary	1,998	2,793	1,809	2,637
Earth, environmental, and marine science teachers	7	–	N/A	N/A
Biological science teachers	18	18	11	39
Chemistry teachers	10	18	–	43

NEW MEXICO

Detailed Occupation of the Civilian Labor Force by Sex, 1990 and 1980 – Continued

Occupation	1990		1980	
	Female	Male	Female	Male
Physics teachers	14	55	6	11
Natural science teachers, n.e.c.	–	–	5	62
Psychology teachers	40	31	14	32
Economics teachers	–	9	19	23
History teachers	22	24	–	24
Political science teachers	13	10	N/A	N/A
Sociology teachers	9	–	N/A	N/A
Social science teachers, n.e.c.	–	–	20	36
Engineering teachers	20	68	–	40
Mathematical and computer science teachers	53	83	27	73
Medical science teachers	–	23	39	36
Health specialties teachers	62	13	111	28
Business, commerce, and marketing teachers	17	22	20	30
Agriculture and forestry teachers	–	3	N/A	N/A
Art, drama, and music teachers	76	30	146	93
Physical education teachers	5	–	N/A	N/A
Education teachers	–	14	N/A	N/A
English teachers	163	65	86	90
Foreign language teachers	52	6	45	34
Law teachers	–	9	N/A	N/A
Theology teachers	–	8	N/A	N/A
Trade and industrial teachers	–	8	N/A	N/A
Teachers, postsecondary, n.e.c.	20	61	95	90
Postsecondary teachers, subject not specified	1,397	2,215	1,165	1,853
Teachers, Except Postsecondary	21,774	8,132	15,646	7,346
Teachers, prekindergarten and kindergarten	1,363	53	832	16
Teachers, elementary school	15,969	4,427	10,473	4,092
Teachers, secondary school	1,853	1,706	2,819	2,451
Teachers, special education	231	135	183	23
Teachers, n.e.c.	2,358	1,811	1,339	764
Counselors, educational and vocational	1,012	731	836	799
Librarians, Archivists, and Curators	1,368	502	1,037	236
Librarians	1,229	343	968	190
Archivists and curators	139	159	69	46
Social Scientists and Urban Planners	1,145	1,272	353	705
Economists	181	350	49	121
Psychologists	749	549	199	328
Sociologists	–	10	9	–
Social scientists, n.e.c.	163	210	66	153
Urban planners	52	153	30	103
Social, Recreation, and Religious Workers	3,136	3,368	2,002	2,807
Social workers	2,273	1,345	1,534	1,165
Recreation workers	279	96	116	39
Clergy	201	1,626	81	1,401
Religious workers, n.e.c.	383	301	271	202

NEW MEXICO

Detailed Occupation of the Civilian Labor Force by Sex, 1990 and 1980 – Continued

Occupation	1990		1980	
	Female	Male	Female	Male
Lawyers and Judges	1,302	2,855	479	2,178
Lawyers	1,147	2,695	414	2,004
Judges	155	160	65	174
Writers, Artists, Entertainers, and Athletes	5,839	6,817	2,995	4,602
Authors	409	477	106	229
Technical writers	308	229	156	153
Designers	1,430	1,252	662	760
Musicians and composers	220	491	181	512
Actors and directors	94	341	71	184
Painters, sculptors, craft–artists, and artist printmakers	1,311	1,127	690	824
Photographers	244	690	157	397
Dancers	100	23	13	14
Artists, performers, and related workers, n.e.c.	221	232	79	312
Editors and reporters	677	605	373	443
Public relations specialists	538	430	316	293
Announcers	149	556	116	276
Athletes	138	364	75	205
TECHNICAL, SALES, AND ADMINISTRATIVE SUPPORT OCCUPATIONS	130,101	78,013	102,548	59,039
Technicians and Related Support Occupations	10,978	17,886	7,146	13,272
Health Technologists and Technicians	5,041	1,782	3,620	1,120
Clinical laboratory technologists and technicians	1,076	609	789	398
Dental hygienists	319	20	160	22
Health record technologists and technicians	354	41	94	–
Radiologic technicians	398	224	257	219
Licensed practical nurses	1,723	163	1,878	94
Health technologists and technicians, n.e.c.	1,171	725	442	387
Technologists and Technicians, Except Health	5,937	16,104	3,526	12,152
Electrical and electronic technicians	578	3,358	310	2,387
Industrial engineering technicians	–	24	27	14
Mechanical engineering technicians	43	389	12	164
Engineering technicians, n.e.c.	427	1,438	366	1,606
Drafting occupations	436	1,819	434	1,586
Surveying and mapping technicians	109	944	52	655
Biological technicians	86	136	54	121
Chemical technicians	105	185	96	133
Science technicians, n.e.c.	207	531	130	578
Airplane pilots and navigators	18	603	20	344
Air traffic controllers	127	518	94	465
Broadcast equipment operators	36	241	458	290
Computer programmers	1,120	2,038	496	1,128
Tool programmers, numerical control	6	5	5	5
Legal assistants	1,535	444	366	166
Technicians, n.e.c.	1,104	3,431	606	2,510

NEW MEXICO

Detailed Occupation of the Civilian Labor Force by Sex, 1990 and 1980 – Continued

Occupation	1990		1980	
	Female	Male	Female	Male
Sales Occupations	40,880	38,234	27,932	28,208
Supervisors and proprietors, sales occupations	7,651	12,810	3,238	7,843
Supervisors and proprietors, sales occupations, salaried	6,037	10,608	2,088	5,465
Supervisors and proprietors, sales occupations, self employed	1,614	2,202	1,150	2,378
Sales Representatives, Finance and Business Services	4,541	6,788	3,557	5,909
Insurance sales occupations	1,050	1,947	711	1,870
Real estate sales occupations	1,803	2,469	1,876	2,731
Securities and financial services sales occupations	278	639	79	333
Advertising and related sales occupations	491	443	235	175
Sales occupations, other business services	919	1,290	656	800
Sales Representatives, Commodities, Except Retail	1,361	4,895	815	4,144
Sales engineers	–	75	–	85
Sales representatives, mining, manufacturing, and wholesale	1,361	4,820	815	4,059
Sales Workers, Retail and Personal Services	27,163	13,619	20,181	10,209
Sales workers, motor vehicles and boats	341	2,163	176	1,785
Sales workers, apparel	1,944	331	1,773	325
Sales workers, shoes	406	150	242	231
Sales workers, furniture and home furnishings	465	578	334	431
Sales workers, radio, TV, hi–fi, and appliances	206	583	174	444
Sales workers, hardware and building supplies	147	719	197	814
Sales workers, parts	85	942	170	1,346
Sales workers, other commodities	7,660	3,403	6,031	2,256
Sales counter clerks	804	512	277	147
Cashiers	13,715	3,321	9,520	2,060
Street and door–to–door sales workers	1,011	517	1,104	131
News vendors	379	400	183	239
Sales Related Occupations	164	122	141	103
Demonstrators, promoters and models, sales	136	46	112	23
Auctioneers	–	35	7	68
Sales support occupations, n.e.c.	28	41	22	12
Administrative Support Occupations, Including Clerical	78,243	21,893	67,468	17,559
Supervisors, Administrative Support Occupations	2,230	2,214	2,146	2,390
Supervisors, general office	1,733	1,454	1,619	1,428
Supervisors, computer equipment operators	35	139	64	121
Supervisors, financial records processing	246	84	255	245
Chief communications operators	11	11	148	189
Supervisors, distribution, scheduling, and adjusting clerks	205	526	60	407
Computer Equipment Operators	1,987	1,160	1,419	838
Computer operators	1,985	1,160	1,372	820
Peripheral equipment operators	2	–	47	18

NEW MEXICO

Detailed Occupation of the Civilian Labor Force by Sex, 1990 and 1980 – Continued

Occupation	1990		1980	
	Female	Male	Female	Male
Secretaries, Stenographers, and Typists	24,396	629	25,494	594
Secretaries	20,817	356	21,855	431
Stenographers	388	53	379	5
Typists	3,191	220	3,260	158
Information Clerks	7,207	1,336	4,497	580
Interviewers	1,163	319	1,114	234
Hotel clerks	539	256	407	106
Transportation ticket and reservation agents	754	289	147	144
Receptionists	3,970	238	2,555	40
Information clerks, n.e.c.	781	234	274	56
Records Processing Occupations, Except Financial	3,636	990	3,118	1,040
Classified–ad clerks	23	3	59	24
Correspondence clerks	29	10	26	8
Order clerks	779	357	681	492
Personnel clerks, except payroll and timekeeping	336	66	310	58
Library clerks	797	214	427	170
File clerks	1,064	168	1,006	184
Records clerks	608	172	609	104
Financial Records Processing Occupations	12,840	1,652	11,460	1,341
Bookkeepers, accounting, and auditing clerks	11,338	1,402	10,207	994
Payroll and timekeeping clerks	490	100	514	114
Billing clerks	498	45	282	29
Cost and rate clerks	267	76	210	133
Billing, posting, and calculating machine operators	247	29	247	71
Duplicating, Mail and Other Office Machine Operators	69	112	133	103
Duplicating machine operators	29	72	15	42
Mail preparing and paper handling machine operators	22	5	8	12
Office machine operators, n.e.c.	18	35	110	49
Communications Equipment Operators	972	182	1,255	166
Telephone operators	954	151	1,133	140
Telegraphers	N/A	N/A	24	15
Communications equipment operators, n.s.c.	18	31	98	11
Mail and Message Distributing Occupations	1,750	2,986	809	2,600
Postal clerks, except mail carriers	660	840	351	908
Mail carriers, postal service	394	1,264	183	1,037
Mail clerks, except postal service	461	356	212	465
Messengers	235	526	63	190
Material Recording, Scheduling, and Distributing Clerks	3,973	5,867	2,175	3,784
Dispatchers	672	535	200	344
Production coordinators	474	468	373	443
Traffic, shipping, and receiving clerks	761	1,373	375	835
Stock and inventory clerks	1,264	2,518	945	1,583

NEW MEXICO

Detailed Occupation of the Civilian Labor Force by Sex, 1990 and 1980 – Continued

Occupation	1990		1980	
	Female	Male	Female	Male
Meter readers	34	511	31	292
Weighers, measurers, checkers, and samplers	214	165	97	128
Samplers	N/A	N/A	–	8
Expediters	518	210	74	90
Material recording, scheduling & distributing clerks, n.e.c.	36	87	80	61
Adjusters and Investigators	3,458	1,478	1,358	1,047
Insurance adjusters, examiners, and investigators	691	421	242	268
Investigators and adjusters, except insurance	1,554	609	731	541
Eligibility clerks, social welfare	399	59	76	39
Bill and account collectors	814	389	309	199
Miscellaneous Administrative Support Occupations	15,725	3,287	13,604	3,076
General office clerks	5,709	1,229	6,368	1,607
Bank tellers	2,569	146	2,390	207
Proofreaders	91	4	66	30
Data–entry keyers	2,257	226	1,632	225
Statistical clerks	552	283	468	166
Teachers' aides	2,231	313	1,562	168
Administrative support occupations, n.e.c.	2,316	1,086	1,118	673
SERVICE OCCUPATIONS	58,646	44,276	43,974	31,693
Private Household Occupations	3,378	215	3,085	164
Laundrerers and ironers	16	–	–	12
Cooks, private household	47	2	23	20
Housekeepers and butlers	142	–	270	–
Child care workers, private household	1,109	42	931	39
Private household cleaners and servants	2,064	171	1,861	93
Protective Service Occupations	1,628	12,303	1,025	8,527
Supervisors, Protective Service Occupations	38	787	28	585
Supervisors, firefighting and fire prevention occupations	–	151	–	101
Supervisors, police and detectives	16	391	28	258
Supervisors, guards	22	245	–	226
Firefighting and Fire Prevention Occupations	72	2,048	75	1,794
Fire inspection and fire prevention occupations	20	102	37	480
Firefighting occupations	52	1,946	38	1,314
Police and Detectives	786	4,946	395	2,729
Police and detectives, public service	366	3,152	265	2,106
Sheriffs, bailiffs, and other law enforcement officers	141	694	19	273
Correctional institution officers	279	1,100	111	350
Guards	732	4,522	527	3,149
Crossing guards	46	126	29	91
Guards and police, except public service	543	4,043	390	2,817
Protective service occupations, n.e.c.	143	353	108	241

NEW MEXICO

Detailed Occupation of the Civilian Labor Force by Sex, 1990 and 1980 – Continued

Occupation	1990		1980	
	Female	Male	Female	Male
Service Occupations, Except Protective and Household	53,640	31,758	39,864	23,272
Food Preparation and Service Occupations	22,620	14,387	19,737	8,437
Supervisors, food preparation and service occupations	918	651	696	352
Bartenders	1,135	719	1,166	705
Waiters and waitresses	7,895	1,407	7,332	657
Cooks	7,383	7,236	5,557	3,729
Food counter, fountain and related occupations	1,301	395	1,598	233
Kitchen workers, food preparation	620	196	295	50
Waiters'/waitresses' assistants	984	1,284	951	938
Miscellaneous food preparation occupations	2,384	2,499	2,142	1,773
Health Service Occupations	8,981	1,530	5,894	1,136
Dental assistants	933	38	716	27
Health aides, except nursing	858	240	1,013	282
Nursing aides, orderlies, and attendants	7,190	1,252	4,165	827
Cleaning & Building Service Occupations, Except Household	9,903	13,317	6,483	11,245
Supervisors, cleaning and building service workers	283	643	176	432
Maids and housemen	4,683	853	3,209	401
Janitors and cleaners	4,897	11,540	3,049	10,260
Elevator operators	–	11	8	5
Pest control occupations	40	270	41	147
Personal Service Occupations	12,136	2,524	7,750	2,454
Supervisors, personal service occupations	179	64	33	40
Barbers	129	416	37	570
Hairdressers and cosmetologists	3,660	457	2,374	364
Attendants, amusement and recreation facilities	375	526	98	358
Guides	102	164	87	74
Ushers	47	82	44	75
Public transportation attendants	136	16	46	10
Baggage porters and bellhops	–	154	24	111
Welfare service aides	237	64	323	68
Child care workers, except private household	6,075	249	4,253	539
Personal service occupations, n.e.c.	1,196	332	431	245
FARMING, FORESTRY, AND FISHING OCCUPATIONS	3,077	17,655	2,071	16,062
Farm Operators and Managers	990	4,966	500	5,672
Farmers, except horticultural	652	3,166	378	4,645
Horticultural specialty farmers	17	185	10	16
Managers, farms, except horticultural	278	1,567	90	945
Managers, horticultural specialty farms	43	48	22	66
Farm Occupations, Except Managerial	991	6,835	769	6,342
Supervisors, farm workers	68	406	32	428
Farm workers	810	6,378	684	5,872
Marine life cultivation workers	–	2	36	–
Nursery workers	113	49	17	42

NEW MEXICO

Detailed Occupation of the Civilian Labor Force by Sex, 1990 and 1980 – Continued

Occupation	1990		1980	
	Female	Male	Female	Male
Related Agricultural Occupations	1,043	4,921	662	2,972
Supervisors, related agricultural occupations	29	329	–	114
Groundskeepers and gardeners, except farm	413	4,108	179	2,522
Animal caretakers, except farm	494	405	409	334
Graders and sorters, agricultural products	93	63	74	–
Inspectors, agricultural products	14	16	–	2
Forestry and Logging Occupations	53	868	136	1,002
Supervisors, forestry and logging workers	–	88	6	70
Forestry workers, except logging	28	213	130	494
Timber cutting and logging occupations	25	567	–	438
Fishers, Hunters, and Trappers	–	65	4	74
Captains and other officers, fishing vessels	-	5	–	–
Fishers	–	43	4	46
Hunters and trappers	–	17	–	28
PRECISION PRODUCTION, CRAFT & REPAIR OCCUPATIONS	7,526	75,797	5,658	76,799
Mechanics and Repairers	1,010	24,314	650	22,044
Supervisors, mechanics and repairers	103	1,219	13	937
Automobile mechanics	99	6,266	73	6,964
Bus, truck, and stationary engine mechanics	20	2,052	13	784
Aircraft mechanics	27	823	11	506
Small engine repairers	10	476	–	103
Automobile body and related repairers	57	1,360	3	1,119
Heavy equipment mechanics	17	1,449	7	1,316
Farm equipment mechanics	25	147	–	295
Industrial machinery repairers	31	1,196	23	2,183
Machinery maintenance occupations	–	237	2	419
Electronic repairers, communications & industrial equipment	81	1,310	103	1,033
Data processing equipment repairers	81	484	28	239
Household appliance and power tool repairers	15	330	23	522
Telephone line installers and repairers	7	234	27	258
Telephone installers and repairers	139	857	155	970
Miscellaneous electrical and electronic equipment repairers	–	252	–	137
Heating, air conditioning, and refrigeration mechanics	24	806	3	545
Camera, watch, and musical instrument repairers	56	184	32	225
Locksmiths and safe repairers	20	198	20	121
Office machine repairers	10	158	5	241
Mechanical controls and valve repairers	–	185	–	183
Elevator installers and repairers	–	57	–	64
Millwrights	5	146	6	202
Specified mechanics and repairers, n.e.c.	86	1,254	71	1,679
Not specified mechanics and repairers	97	2,634	32	999
Construction Trades	949	32,616	890	31,980
Supervisors, brickmasons, stonemasons, and tile setters	–	27	–	32
Supervisors, carpenters and related workers	16	285	6	187
Supervisors, electricians and power transmission installers	26	346	–	262

NEW MEXICO

Detailed Occupation of the Civilian Labor Force by Sex, 1990 and 1980 – Continued

Occupation	1990		1980	
	Female	Male	Female	Male
Supervisors, painters, paperhangers, and plasterers	6	132	–	71
Supervisors, plumbers, pipefitters, and steamfitters	–	160	–	101
Supervisors, construction n.e.c.	119	4,668	116	5,588
Brickmasons and stonemasons	46	1,050	24	908
Tile setters, hard and soft	36	338	7	132
Carpet installers	16	676		489
Carpenters	98	7,660	202	8,290
Drywall installers	23	963	–	773
Electricians	93	3,527	113	3,974
Electrical power installers and repairers	–	814	33	757
Painters, construction and maintenance	277	2,548	177	2,186
Paperhangers	8	15	16	38
Plasterers	2	966	21	679
Plumbers, pipefitters, and steamfitters	62	3,205	74	3,415
Concrete and terrazzo finishers	10	678	–	593
Glaziers	4	256	28	340
Insulation workers	12	420	8	258
Paving, surfacing, and tamping equipment operators	1	48	–	57
Roofers	41	1,624	18	796
Sheetmetal duct installers	–	139	5	143
Structural metal workers	7	277	–	439
Drillers, earth	10	356	–	326
Construction trades, n.e.c.	36	1,438	42	1,146
Extractive Occupations	109	4,620	225	9,432
Supervisors, extractive occupations	52	1,052	24	2,482
Drillers, oil well	13	1,195	28	2,118
Explosives workers	14	129	16	273
Mining machine operators	25	1,241	126	3,387
Mining occupations, n.e.c.	5	1,003	31	1,172
Precision Production Occupations	5,348	12,342	3,801	11,597
Supervisors, production occupations	742	3,293	900	4,846
Tool and die makers	19	159	6	87
Precision assemblers, metal	18	39	39	48
Machinists	125	1,992	44	1,493
Boilermakers	9	142	5	184
Precision grinders, filers, and tool sharpeners	–	35	5	48
Patternmakers and model makers, metal	–	–	–	6
Lay–out workers	3	14	6	8
Precious stones and metals workers	1,376	1,695	551	568
Engravers, metal	17	62	23	12
Sheet metal workers	69	604	–	562
Patternmakers and model makers, wood	–	2	–	2
Cabinet makers and bench carpenters	25	383	16	401
Furniture and wood finishers	11	99	21	52
Miscellaneous precision woodworkers	26	28	5	–
Dressmakers	537	16	677	40
Tailors	136	78	67	111

NEW MEXICO

Detailed Occupation of the Civilian Labor Force by Sex, 1990 and 1980 – Continued

Occupation	1990		1980	
	Female	Male	Female	Male
Upholsterers	47	328	74	282
Shoe repairers	8	114	7	170
Apparel and fabric patternmakers	N/A	N/A	10	2
Miscellaneous precision apparel and fabric workers	41	18	55	7
Hand molders and shapers, except jewelers	52	90	18	72
Patternmakers, lay–out workers, and cutters	10	22	–	17
Optical goods workers	240	269	56	167
Dental laboratory and medical appliance technicians	135	187	99	166
Bookbinders	44	52	24	26
Electrical and electronic equipment assemblers	761	350	544	170
Miscellaneous precision workers, n.e.c.	8	109	7	125
Butchers and meat cutters	146	1,184	160	1,332
Bakers	386	493	220	262
Food batchmakers	281	69	47	39
Inspectors, testers, and graders	76	373	115	278
Adjusters and calibrators	–	43	–	14
Plant and System Operators	110	1,905	92	1,746
Water and sewage treatment plant operators	17	321	10	73
Power plant operators	43	231	27	326
Stationary engineers	20	698	26	660
Miscellaneous plant and system operators	30	655	29	687
OPERATORS, FABRICATORS, AND LABORERS	18,051	67,458	14,840	63,812
Machine Operators, Assemblers, and Inspectors	6,277	9,146	8,557	14,404
Machine Operators and Tenders, Except Precision	5,241	6,351	6,063	7,819
Lathe and turning machine set–up operators	6	11	5	–
Lathe and turning machine operators	15	46	–	175
Milling and planing machine operators	18	24	16	48
Punching and stamping press machine operators	17	77	51	57
Rolling machine operators	10	8	7	7
Drilling and boring machine operators	–	19	–	41
Grinding, abrading, buffing & polishing machine operators	67	328	74	270
Forging machine operators	11	18	–	6
Numerical control machine operators	–	–	–	18
Miscellaneous metal, plastic, stone, and glass working machine operators	11	29	5	6
Fabricating machine operators, n.e.c.	24	3	17	26
Molding and casting machine operators	58	129	57	109
Metal plating machine operators	28	102	57	48
Heat treating equipment operators	–	7	–	34
Misc. metal and plastic processing machine operators	–	62	21	57
Wood lathe, routing, and planing machine operators	5	41	–	31
Sawing machine operators	17	280	22	295
Shaping and joining machine operators	–	15	5	12
Miscellaneous woodworking machine operators	12	275	35	114
Printing press operators	186	806	250	731
Photoengravers and lithographers	64	58	13	24
Typesetters and compositors	260	130	130	28

NEW MEXICO

Detailed Occupation of the Civilian Labor Force by Sex, 1990 and 1980 – Continued

Occupation	1990		1980	
	Female	Male	Female	Male
Miscellaneous printing machine operators	96	43	102	25
Winding and twisting machine operators	2	9	–	2
Knitting, looping, taping, and weaving machine operators	186	4	198	37
Textile cutting machine operators	4	–	12	–
Textile sewing machine operators	1,887	303	2,727	105
Shoe machine operators	17	19	30	6
Pressing machine operators	408	84	324	109
Laundering and dry cleaning machine operators	873	445	655	304
Miscellaneous textile machine operators	7	119	19	62
Cementing and gluing machine operators	15	172	3	97
Packaging and filling machine operators	267	295	148	139
Extruding and forming machine operators	4	53	14	30
Mixing and blending machine operators	67	194	10	161
Separating, filtering, and clarifying machine operators	40	183	–	111
Compressing and compacting machine operators	2	39	–	28
Painting and paint spraying machine operators	45	542	74	450
Roasting and baking machine operators, food	–	34	–	5
Washing, cleaning, and pickling machine operators	2	9	–	–
Folding machine operators	8	2	13	–
Furnace, kiln, and oven operators, except food	15	306	14	653
Crushing and grinding machine operators	21	215	12	331
Slicing and cutting machine operators	227	430	168	317
Motion picture projectionists	5	86	21	129
Photographic process machine operators	234	297	161	226
Miscellaneous machine operators	1,036	2,795	636	2,355
Misc. machine oper. – nondurable manufacturing	87	264	148	347
Misc. machine oper. – durable manufacturing	228	435	323	823
Misc. machine oper. – nonmanufacturing	243	358	158	1,167
Machine operators, not specified	478	1,738	7	18
Fabricators, Assemblers, and Hand Working Occupations	2,438	6,944	4,653	5,342
Welders and cutters	77	3,758	39	3,627
Solderers and brazers	32	10	154	21
Assemblers	1,964	2,601	1,287	1,412
Hand cutting and trimming occupations	11	25	18	30
Hand molding, casting, and forming occupations	167	117	53	61
Hand painting, coating, and decorating occupations	89	199	28	131
Hand engraving and printing occupations	4	20	–	–
Hand grinding and polishing occupations	N/A	N/A	30	28
Miscellaneous hand working occupations	94	214	44	32
Production Inspectors, Testers, Samplers, and Weighers	1,097	1,222	841	1,243
Production inspectors, checkers, and examiners	838	827	661	829
Production testers	39	158	50	166
Production samplers and weighers	5	52	7	39
Graders and sorters, except agricultural	215	185	123	209
Transportation and Material Moving Occupations	3,664	26,116	2,888	24,924

NEW MEXICO

Detailed Occupation of the Civilian Labor Force by Sex, 1990 and 1980 – Continued

Occupation	1990		1980	
	Female	Male	Female	Male
Motor Vehicle Operators	3,482	18,242	2,494	15,478
Supervisors, motor vehicle operators	67	337	7	166
Truck drivers	1,585	15,632	843	12,944
Driver–sales workers	51	605	30	660
Bus drivers	1,654	1,120	1,419	978
Taxicab drivers and chauffeurs	89	410	170	622
Parking lot attendants	36	136	25	72
Motor transportation occupations, n.e.c.	–	2	–	36
Transportation Occupations, Except Motor Vehicles	43	1,050	20	1,408
Railroad conductors and yardmasters	19	316	–	213
Locomotive operating occupations	17	342	9	390
Railroad brake, signal, and switch operators	–	317	8	637
Rail vehicle operators, n.e.c.	7	6	3	20
Ship captains and mates, except fishing boats	–	24	–	9
Sailors and deckhands	–	31	–	85
Marine engineers	–	7	–	20
Bridge, lock, and lighthouse tenders	–	7	–	34
Material Moving Equipment Operators	139	6,824	374	8,038
Supervisors, material moving equipment operators	–	200	14	185
Operating engineers	64	2,400	50	3,277
Hoist and winch operators	–	432	17	849
Crane and tower operators	–	259	7	299
Excavating and loading machine operators	–	873	86	669
Grader, dozer, and scraper operators	20	574	22	546
Industrial truck and tractor equipment operators	19	1,137	43	956
Miscellaneous material moving equipment operators	36	949	135	1,257
Handlers, Equipment Cleaners, Helpers, and Laborers	4,575	24,030	3,395	24,484
Supervisors, handlers, equipment cleaners & laborers, n.e.c.	8	61	–	11
Helpers, mechanics and repairers	20	159	13	315
Helpers, Construction, and Extractive Occupations	60	941	62	1,313
Helpers, construction trades	60	849	12	685
Helpers, surveyor	–	56	–	102
Helpers, extractive occupations	–	36	50	526
Construction laborers	426	8,347	299	7,560
Production helpers	31	220	94	494
Freight, Stock, and Material Handlers	1,795	5,715	1,023	5,461
Garbage collectors	15	228	3	474
Stevedores	–	7	–	–
Stock handlers and baggers	1,463	3,241	876	2,756
Machine feeders and offbearers	87	156	52	198
Freight, stock, and material handlers, n.e.c.	230	2,083	92	2,033
Garage and service station related occupations	366	1,824	310	2,509
Vehicle washers and equipment cleaners	198	1,113	67	512
Hand packers and packagers	672	347	783	418
Laborers, except construction	999	5,303	744	5,891
Laborers, exc. Const. – nondurable manufacturing	172	366	69	419

NEW MEXICO

Detailed Occupation of the Civilian Labor Force by Sex, 1990 and 1980 – Continued

Occupation	1990		1980	
	Female	Male	Female	Male
Laborers, exc. Const. – durable manufacturing	124	479	63	525
Laborers, exc. Const. – transport., commun. & other utilities	115	840	53	1,204
Laborers, exc. Const. – trade, wholesale and retail	277	1,519	170	1,203
Laborers, exc. Const. – all other industries	311	2,099	389	2,540
EXPERIENCED UNEMPLOYED NOT CLASSIFIED BY OCCUPATION	4,357	3,113	1,189	784

N/A – Not available

N.E.C. – Not elsewhere classified

Source: Bureau of the Census

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Vocational Education Programs in New Mexico for Single Parents, Displaced Homemakers, Single Pregnant Women and Sex Equity

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